

TITLE Association Development and Professional Transformation Model for Nurse Leaders

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OBJECTIVE The purpose of the study was to evaluate an Association Development and Professional Transformation (ADAPT) model for nursing leadership development.

METHODOLOGY

The study took place in the United States at a moderate-sized southeastern university. A convenience sample was used for this pilot study. Participants were recruited from a chapter's membership list within a national professional nursing association. Eleven novice nurse leaders and 11 experienced nurse leaders serving in a mentor role agreed to participate. Participants completed the Leadership Practices Inventory pre- and post-workshop, along with a post-workshop satisfaction survey completed two months following the workshop's conclusion.

KEY FINDINGS

There was an increase in total LPI scores from pre to post-assessment but the result was not statistically significant ($p = .11$). Similarly there was an increase in all five leadership practices frequencies, but were not significant (with a sample size of 11). All novice nurses were satisfied with the workshop and would recommend it; and all mentors indicated they would serve again in this capacity.

The authors conclude:

Nurse leaders have an opportunity to build a curriculum for professional development to promote a culture that truly values leadership development. As these professional development programmes begin to move forward, nurse leaders have the opportunity to reflect on their experience so they may encourage future professional development opportunities. Every nurse needs to be aware of his or her leadership potential and engage in contributing to workplace improvement in order to make a positive impact on health care (p. 1106).