Interprofessional Collaborative Practice
Nursing Leadership Institute (NLI)
2014-2015

In July 2013 Colorado was one of 13 states awarded funding from the HRSA Nurse Education, Practice, Quality and Retention Program. These funds will support a set of programs designed to increase the ability of nurses to be effective members and leaders of an interprofessional collaborative practice (IPCP) team in a Community Health Center (CHC). The information below is about one of these exciting IPCP programs, the Nursing Leadership Institute (NLI).

The Colorado Center for Nursing Excellence is responsible for implementing the NLI, building on the extensive experience in nursing leadership development it has gained since 2003. We are scheduled to complete three cohorts of nurse leaders, holding one cohort per year. For more information on the Center, see www.ColoradoNursingCenter.org.

The NLI program will occur over a 12-month period, and includes four full-days IPCP nursing leadership skills workshops combined with ongoing leadership coaching and a capstone project and ½ day capstone presentation and celebration. The second NLI cohort dates for 2014-2015 will be: July 11, 2014; November 6 & 7, 2014, February 6, 2015 and July 15, 2015. For more information on the NLI program, see www.CHCLeadership.org.

Participants must attend all four days of the Institute and the capstone celebration, for the curriculum is integrated and builds on itself over time. In general, the Institute’s goal is to provide CHC nurses with significantly increased knowledge of their own leadership style/strengths, knowledge of specific leadership and communication strategies, and increased skills in working with IPCP teams in CHC settings.

The four days of the Institute will cover a wide range of leadership subjects and skills, and will be presented by expert faculty in a variety of teaching styles and presentation formats, including group activities, role playing, team exercises and more. During the year of the Institute (July 2014 through July 2015), ongoing coaching will be provided by trained coaches and a capstone project will be implemented.

### IPCP Nursing Leadership Institute Curriculum

<table>
<thead>
<tr>
<th>Institute Session One (July 11, 2014)</th>
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<tr>
<td>• Nursing’s 21st Century community health center IPCP leadership challenges and opportunities</td>
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<td>• An exploration of self: what are my leadership styles? (Includes: Leadership Profile Inventory, Emotional Intelligence and Personality assessment tools)</td>
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<td>• Exploring how IPCP leadership is different than traditional, silo-based top-down leadership</td>
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<td>• Emotional Intelligence and its use by effective leaders</td>
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<td>• Growing self-regard and resiliency as a leader</td>
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<td>• Implementing reflective practice as a leader and with IPCP teams</td>
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<td>• Developing your Capstone Project and introduction to the role of coaching</td>
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<td>• Creating an inspiring vision as a leader</td>
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### Institute Session Two (November 6 & 7, 2014)
- Understanding of the power of influence as a nurse leader.
- Exploration of Cialdini’s six principles of influence related to the role of a nurse leader in a CHC.
- Developing and influencing effective relationships as a nurse leader.
- The nurse leader role in influencing civility in the CHC team.
- Interactive experience for breaking through challenges and barriers to success.
- Reflection on coaching and capstone progress.

### Institute Session Three (February 6, 2015)
- Sharing on the impact of Capstone Projects
- Leading as a citizen of the profession.
- Leading change and the Knowing/Doing Gap (I know what to do, why can’t I actually do it?)
- Resiliency in the face of change
- Creating an Action Plan and next steps as a leader in a CHC.

### Institute Capstone Reports (July 17, 2015) – ½ day event
- Capstone presentations and review.
- Reflections, connections and celebration.

In order to be effective, nurse leaders and their executive leadership team need to support the completion of assignments outside of the class in order to help integrate the skills and competencies intended. These assignments include:

1. **Prep Assignment**: a preparation assignment prior to session one includes a self-assessment and a 360 assessment
2. **Weekly Reflections**: each week the leader is expected to keep a reflection journal related to their intentions and progress as a leader
3. **Coaching**: an hour individual 1:1 coaching session to be scheduled with their leadership coach every other week for three months and then will continue monthly for the rest of the year. This will begin two weeks after the first session.
4. **Capstone Project**: this capstone project will be identified by the leader and is intended to grow their leadership skills. Each leader will have one year to complete their capstone project.

Assignments for the first session will be sent after registration is complete.

For more information on the NLI content and curriculum, please contact Deb Center, Education Program Director, Colorado Center for Nursing Excellence. 303-715-0343 #14 or Deb@ColoradoNursingCenter.org.

For more information on CHC’s and training opportunities, please contact Angela Rose, CCHN Health Center Operations & Workforce Coordinator. 303-867-9511 or Angela@cchn.org.

For more information on the NLI program, see [www.CHCLeadership.org](http://www.CHCLeadership.org).

The Colorado Center for Nursing Excellence is an approved provider of continuing nursing education by the Colorado Nurses Association, an accredited approver by the American Nurses Credentialing Center’s Commission. Colorado Center for Nursing Excellence Provider number CCN0512 - June 1, 2009 – July 31, 2015.