

Background

- Transition from clinical nurse to nurse manager requires additional knowledge and skills (Lawson, 2020).
- Education necessary to transition to a nurse manager in an acute care setting (Lee et al., 2019).
- Increasing role competence in a shorter period of time is essential (Warshawsky & Cramer 2019).
- Improving nurse leader transition impacts quality of care, finances, and workplace culture (Sisk et al., 2021).

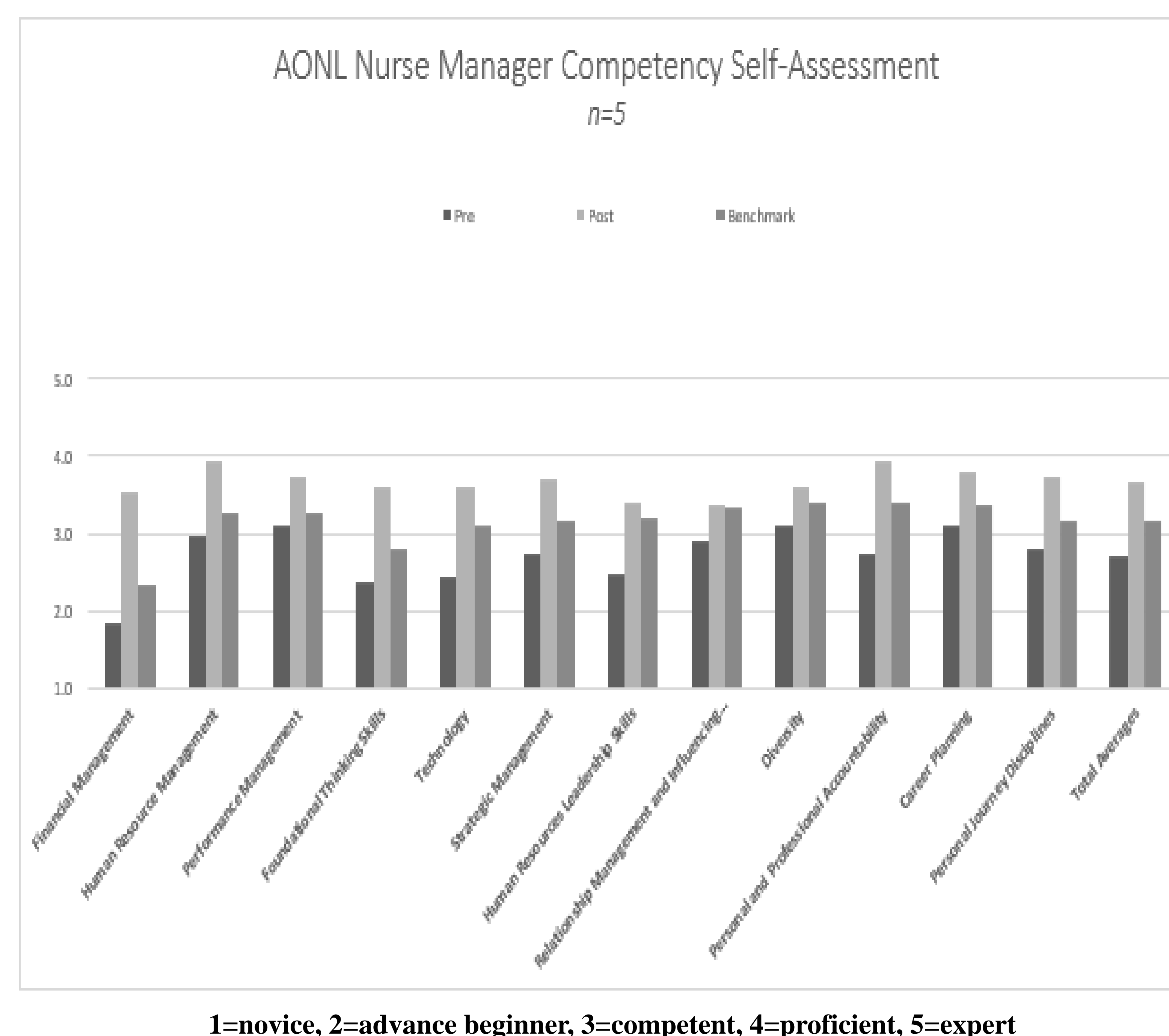
Purpose

To implement an onboarding and mentoring program for registered nurses (RNs) transitioning from a bedside nurse role to a leadership role to improve self-assessed nurse leadership competencies.

Method

- Implemented an onboarding process in a Mid-west acute care facility.
- Recruited RNs who had transitioned to leadership positions within the last year.
- Assessed using AONL's Nurse Manager Competency Self-Assessment pre and post implementation.
- Provided virtual educational modules based on AONL's Nurse Manager Domain Framework.
- Invited 12 participants, 9 completed pre-assessment, 5 finished educational modules, and completed post-assessment.

Results



References

- Lawson, C. (2020). Strengthening new nurse manager leadership skills through a transition-to-practice program. *Journal of Nursing Administration*, 50(12), 618–622. <https://doi.org/10.1097/NNA.0000000000000947>
- Lee, E., Daugherty, J., & Hamlin, T. (2019). Reimagine healthcare leadership challenges and opportunities in the 21st century. *Journal of Peri Anesthesia Nursing*, 34(1), 27–38. <https://doi.org/10.1016/j.jopan.2017.11.007>
- Sisk, B., Mosier, S. S., Williams, M., Coppin, J. D., & Robinson, D. (2021). Developing effective senior nurse leaders the impact of an advanced leadership initiative. *Journal of Nursing Administration*, 51(5), 271–278. <https://doi.org/10.1097/NNA.0000000000001012>
- Warshawsky, N.E., & Cramer, E. (2019). Describing nurse manager role preparation and competency: Findings from a national study. *Journal of Nursing Administration*, 49(5), 249–255. <https://doi.org/10.1097/NNA.0000000000000746>

Discussion

- Participants had aggregate pre and post increases in the 12 domains of the AONL's Nurse Manager Competency Self-Assessment.
- Increases ranged from 0.47-1.7 with 0.95 average.
 - ✓ 0.47 increase in Relationship Management and Influencing Behaviors sub domain
 - ✓ 1.7 increase in Financial Management sub domain
- Participants pre aggregate scores were lower than the national benchmark in all domains, however post aggregate scores were higher.
- Limitations
 - ✓ COVID-19
 - ✓ Staffing shortages
 - ✓ Participant attrition
- Recommendations
 - ✓ Repeat project with larger sample size
 - ✓ Include demographic information
 - ✓ Revise educational modules

Conclusion

- An onboarding process using AONL's framework as a guide for nurses transitioning to a nurse manager role improved self-assessed nurse manager competencies.
- Successful nurse manager transition to leadership roles can impact many areas in an organization including nurse retention, patient satisfaction and safety, and finances (Sisk et al., 2021).
- Project is sustainable with the potential to be continued to impact the nurse manger transition.
- Organization stakeholders plan updates to educational modules for future use.