



# Passing the Torch

## *A Strategy to Foster Nursing Leadership Excellence*

NLN.ON Conference

March 30, 2007

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# Passing the Torch

## Presentation Overview:

-  How the initiative began
-  Process for implementation
-  Maintaining the momentum
-  Current project
-  Plans for the future

# Passing the Torch

*Past...*



Project background



Committee established



Objectives

# Passing the Torch

*To ensure leadership excellence  
amongst all nursing staff within the  
Niagara Region Public Health  
Department*







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## Working Group Composition



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## *Objectives:*

-  Recruit new and retain current nursing leaders
-  Develop and implement a leadership plan for nursing staff
-  Facilitate a paradigm shift toward the recognition of individual nurses as leaders
-  Develop ongoing succession planning strategies for leadership for nursing staff

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## Phase One:

### Information Gathering

(November – December 2003)



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-  *What is your perception of the qualities and characteristics a leader should have?*
-  *What are current leadership roles within the corporation and Public Health Department?*



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*What professional development opportunities are available now for enhancing your leadership skills in the Public Health Department?*



*What barriers currently exist in the Public Health Department that impede your ability to enhance your leadership skills?*

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-  *What new training opportunities would you like to see available for enhancing your leadership skills both in-house training and external?*
-  *What opportunities currently exist for you to utilize your leadership skills and techniques within the Public Health Department?*

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## Phase Two:


Analysis

(January 2004)



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## *General Themes:*

-  Leadership qualities and characteristics
-  Job titles
-  Current professional leadership opportunities
-  Major barriers
-  Training opportunities
-  Current opportunities to demonstrate leadership

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## Phase Three:




Develop Plan

(March 2004)



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## *Recommendations:*

-  Strengthen current department policy
-  Promote job shadowing and mentorship program opportunities
-  Offer temporary or “acting” opportunities

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*Maintaining the Momentum:*

*So what's happened so far?*






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- 🔥 Fully supported by Health Management Team (HMT = senior management)
- 🔥 Successfully lobbied for an *Education & Quality Improvement Manager*
- 🔥 Improved performance appraisal form to prompt a discussion around leadership opportunities



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-  Presented a poster at the 2004 NLN.ON conference
-  Implemented “Coffee with the Chief Nursing Officer”
-  Successfully lobbied HMT to send another dyad to the *Dorothy Wylie Nursing Leadership Institute*

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*Current Project...*



# Passing the Torch

*Present...*



Project background



Objectives



Promotion

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## Title

*“A pathway for leadership development and opportunities”*

## Vision

*“Nursing excellence propelled by leadership development”*

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## Project Objectives:

- 🔥 To support nurses towards achieving their leadership goals, where they are and where they want to be
- 🔥 To increase knowledge regarding financial resources available to nurses towards leadership development

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(cont'd)



To increase awareness of leadership opportunities available to nurses within the Public Health Department



To facilitate accessibility of leadership development opportunities by clarifying the processes required

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## Project Metaphor



Soar towards

***EXCELLENCE!***

Rise above...

Light the fire...

Pass the torch...

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## Envision this:

A one-stop web-based portal designed to:

- guide nurses in navigating financial assistance to further their education, as well as the necessary forms & associated processes to access them
- increase nurses' awareness of leadership development opportunities



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When...

- 🔥 The outcome of this project will be ready to launch at the 2007 Nurses' Celebration Day in May!

# Passing the Torch

The *Passing the Torch* committee's information can be found on the corporation's employee intranet site, which is accessible remotely by staff



Click here



My Site Help

Niagara Region Building Community. Building Lives.

- Agendas & Minutes
- CERT
- Employee Orientation
- Form Library
- Keen on Green
- Meeting Calendar
- Policy Library
- Quality of Work Life
- Social Responsibility
- Training
- United Way & Other
- Wellness

Fort Erie Forecast

Today 16/4°C

Home

Welcome Morris, Gloria. Enjoy your Journey!

**SHERPA SURVEY**  
 What do you like? What are we missing?  
 We need to hear from you. Click [here](#)

Announcements

All User Announcements (14)

- |                                    |   |
|------------------------------------|---|
| Administrative Professionals Day   | April 26, 2006<br>The topic for this year is "... And Other Duties as Assigned". For more information click on the attachment and come join us for a fun filled day.  |
| Take the Earth Day Pledge and Win! | Visit <a href="#">the Regional website's Earth Day page</a> and complete the on-line Earth Day Pledge form and you will automatically be entered to win a Green Bin, a Blue Box and a Grey Box.   |
| Silent Auction                     | Fundraiser for Sidewalk at Northland Pointe. All items listed with minimum bid and value. Please forward any bids to <a href="mailto:maureen.shantz@regional.niagara.on.ca">maureen.shantz@regional.niagara.on.ca</a> and include item and bid. Site will be updated as bids come in. Items include golf passes for 3 courses, signed limited edition prints, a sailboat cruise, clothes, wine baskets, a garden stone, and a pennant for the San Jose Sharks |

Quick Jump

- New This Week
- Classifieds
- Job Postings
- HQ - Cafeteria
- Meeting Board
- Headquarters Addition

Links

- Regional.Niagara.on.ca
- YourNiagara.ca
- MS Home Use
- MS Discounts



**Niagara Region**  
Building Community. Building Lives.

**Current Location**

- Home
- Departments**
- Chair and Administration
- Corporate Services
- Community Services
- Human Resources
- Planning and Development
- Public Health
- Public Works

**Actions**

- Alert Me

**Departments** All sources [Search Box] [Go]

The table of contents organizes the portal content by department. You can use this page as a starting point when you visit the site.

**Then here**

**Chair and Administration**

**Human Resources**

- Corporate Mentorship |
- EIS | Employee Relations | Employment & Staffing Services | HRNet |
- Job Postings

**Public Works**

- Water-Wastewater

**Corporate Services**

- Budgets & Reporting |
- Information Systems |
- Office of the Regional Clerk |
- Payroll | POA Courts |
- Purchasing & Payables

**Planning and Development**

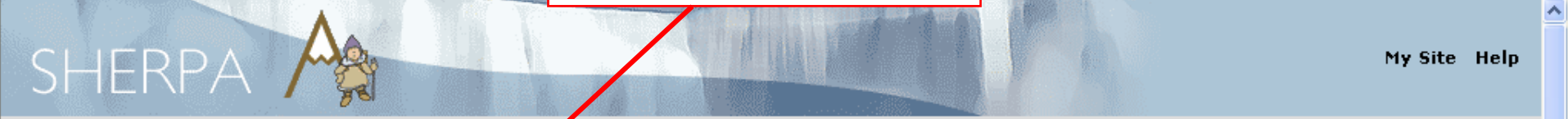
**Community Services**

- Children's Services |
- Seniors Services | Social Assistance and Employment Opportunities

**Public Health**

- EMS | Social Marketing |
- Communications |
- Nursing Practice Council |
- Passing the Torch**
- Committee | Public Health Staff Orientation

You are HERE!



My Site Help



Passing the Torch Committee

All sources [dropdown] [input field] [Go button]

- Current Location**
- Home
  - Departments
  - Public Health
  - Passing the Torch Committee

**Welcome**

Welcome to the Passing the Torch committee homepage on Sherpa. We hope you find this site user-friendly in finding out all you want to know about what this committee is all about.

- Links**
- Dorothy Wylie Nursing Leadership Institute
  - Add new link

- Actions**
- Add Listing
  - Add Person
  - Upload Document
  - Manage Content
  - Alert Me
  - Edit Page

**Announcements**

**Meeting Dates** 1/31/2006 1:28 PM  
 by Morris, Gloria  
 April 27, 2006 - Ontario Room  
 Sept. 14, 2006 - Ontario Room  
 Nov. 16, 2006 - Ontario Room

Add new announcement

**Events**

There are currently no upcoming events. To add a new event, click "Add new event" below.

Add new event

**Document Library**

Type	Document Name	Owner	Document Type	Name
	Minutes and Agendas		sub-folder	Minutes-Agendas
	Terms of Reference		Word	Terms of Reference

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*Plans for the future...*






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Future...

- 🔥 A dyad is participating in the Spring 2007 Dorothy Wyllie Nursing Leadership Institute

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## Project...

-  Utilize the RNAO's Nursing Best Practice Guideline *Developing and Sustaining Nursing Leadership*
-  Evaluate the current facilitation of nursing leadership at the organizational, program, and individual level within the Niagara Region Public Health Department
-  Address the barriers that may affect guideline implementation



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THE END

Questions??

