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## **Increasing Nursing Leadership Competence and Confidence by Implementing a Novice Nurse Leader Development Program**

### **PURPOSE**

The purpose of this scholarly project was to increase the competence and confidence of novice nurse leaders who completed a leadership development workshop.

### **BACKGROUND**

The project was implemented in Texas, at a not-for-profit acute care community hospital setting, using a virtual workshop to present leadership training to nurses new to leadership roles.

### **METHODOLOGY**

The project intervention included a one-day, structured leadership workshop for novice nurse leaders taught by nationally known experts on nursing leadership. The General Self-Efficacy (GSE) scale was used to measure the participants pre and post competence and confidence in their leadership skill and administered to participants via email.

### **RESULTS**

In total, 78 nurse leaders (supervisors & managers) participated in the leadership development workshop and completed the GSE survey. The results showed a statistically significant difference in the pre and post GSE scores measuring the competence and confidence of novice nurse leaders who participated in the leadership development program.

### **IMPLICATIONS**

Healthcare organizations are increasingly focused on improving key performance indicators, including patient and nursing outcomes, and highly effective nurse leaders are critical to achieving these levels of performance. This project demonstrated that providing novice nurse leaders with a leadership development curriculum improved their leadership competence and confidence.

Additionally, it is a quantifiable element which demonstrates the organization's engagement and commitment to the professional growth and sustainability of the nursing workforce.