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## **Implementation of a Nurse Manager Career Development Program in Pediatric Perioperative Areas**

### **PURPOSE**

The purpose of the DNP project was to implement an evidence-based, nurse manager development program within pediatric perioperative care units. The specific aim was to demonstrate a 10% improvement in perioperative nurse manager satisfaction with career development three months' post-implementation of a structured nurse manager leadership competency assessment tool and program as measured by a pre-and post-satisfaction survey.

### **BACKGROUND**

The nursing profession has experienced severe staffing shortages, including nursing leaders. Effective nursing frontline leadership is critical for supporting novice nurse practice while providing oversight to ensure robust patient outcomes. Nurse manager competencies assessments are impactful in identifying areas of strength and weakness. These gaps help focus development opportunities.

### **METHODOLOGY**

The intervention was developed after completing a robust literature search, review, and analysis with the goal to implement a career development program for nurse managers. The project was focused on the initial intervention, the implementation of a leadership competency assessment tool and career development discussions. Educational sessions, assessment completion, integration sessions, opportunity action plans, and a pre-and post-intervention survey composed the implementation.

### **RESULTS**

When comparing satisfaction survey results pre-to post-intervention, aggregate nurse manager satisfaction increased by 50%. No significant change resulted in leadership competency scores in this shortened time period, although positive trends in scores were shown.

### **IMPLICATIONS**

The increased satisfaction by nurse managers with career development opportunities and the positive trends in competency ratings indicate the need to spread to larger sample sizes and extend a trial over longer time periods.