**The Nuts and Bolts of Nursing Leadership**

**A Program for Charge Nurses, Clinical Leaders, Team Leaders, and Emerging Nurse Leaders**

**Agenda for the Texas Nurses Association**

**8:30 – 9:00 AM Welcome/Virtual Instructions/The Context of Today’s Healthcare Environment**

**9:00 - 10:15 AM Developing a Leadership Mindset**

* Leadership in Today’s Healthcare Environment
* Managing Yourself
* Building Trust - How to be an Authentic Leader
* Adopting a Coaching Mindset in Your Leadership Role
* Breakout Discussion/Debrief

**10:15 – 10:30 AM Break**

**10:30 – 12:15 PM Communication and Collaboration**

* Mastering Good Communication
* Bridging the Communication Chasm Across Generations
* Navigating Conflict
* Supervising and Delegating Care
* Breakout Discussion/Debrief

**12:15 – 1:00 PM Lunch Break**

**1 PM – 2:30 PM Managing Staff Performance**

* Giving Constructive Feedback
* Coaching Staff to a Higher Level of Performance
* Managing Resistance to Change
* Fostering Teamwork and Engagement
* Avoiding Team Dysfunction
* Promoting Staff Resilience
* Breakout Discussion/Debrief

**2:30 – 2:40 PM Break**

**2:40 PM -3:15 PM Managing Resources**

* Healthcare Reimbursement – What All Nurses Need to Know
* Budget Basics
* Nurse Staffing in a Time of Shortage
* Case Discussion

**3:15 PM – 3:30 PM Next Steps**

* Promote your Ongoing Leadership Development
* Course Evaluation

**Faculty**

**Joyce Batcheller, DNP, RN, NEA-BC, FAONL, FAAN -** Dr. Joyce Batcheller is President, The Nurses Legacy Institute and founder of the Chief Nursing Officer (CNO) Institute which was developed for new and aspiring to be CNOs and The Chief Nursing Officer Executive Retreat which has been developed for experienced CNOs. Dr. Batcheller holds the position of adjunct professor for Texas Tech University Health Sciences Center School of Nursing in Lubbock, Texas, and currently is serving as the President Texas Nurses Association. Dr. Batcheller has served as the Vice President , chair of the International Association of Leadership Science in Nursing (ALSN), and host of a radio show, “All about Nursing.” Dr. Batcheller is an innovative healthcare leader known for transforming nursing and improving patient outcomes. She inspires nurses and other healthcare professionals to reach their full potential. One of Dr. Batcheller’s unique talents is her ability to create a compelling vision to engage, empower, and stimulate innovation among her peers. Dr. Batcheller has also specialized in onboarding and enculturation of new CNOs. Having served for 19 years as a chief nursing officer of Central Texas' largest healthcare system, overseeing more than 3,700 nurses and 90 clinical locations, including 11 hospitals, four of which became Magnet-designated and five Pathway to Excellence-designated during her tenure. She was a member of the 2013 class of Leadership America, selected as a Robert Wood Johnson Foundation Executive Nurse Fellow in 2005, and has held various leadership roles at the national and state level. She is a Fellow of the American Academy of Nursing and the American Organization of Nursing leadership (AONL).

**Rose O. Sherman, EdD, RN, NEA-BC, FAAN,** is known for helping current and future nurse leaders develop leadership and coaching skills. Rose is an emeritus professor at the Christine E. Lynn College of Nursing at Florida Atlantic University and currently serves as a faculty member in the Marian K Shaughnessy Nursing Leadership Academy at Case Western Reserve University. Before becoming a faculty member, she was a nurse leader with the Department of Veterans Affairs for 25 years at five medical centers. Rose edits a popular leadership blog, www.emergingrnleader.com, read by thousands of nurse leaders each week and is Editor in Chief of Nurse Leader, the official journal of the American Organization of Nurse Executives. She is a Gallup certified strengths coach and author of the books, *A Team Approach to Nursing Care Delivery*, *The Nurse Leader Coach: Become the Boss No One Wants to Leave,* and *The Nuts and Bolts of Nursing Leadership: Your Toolkit for Success*. She presents nationally on nursing leadership topics and conducts nurse leader coach workshops for frontline nurse leaders. Rose is a Fellow of the American Academy of Nursing and is an alumnus of the Robert Wood Johnson Executive Nurse Fellowship Program. In 2020, she was selected by the American Association of Critical Care Nurses for their *Pioneering Spirit Award* in recognition of her groundbreaking work in nurse leader development.