

3-Part Nurse Leader Education Proposal

Audience: Nurse Leaders

Optimal education program:

1. Three Webinars--50 min with 10 min Q&A each
2. One in-person session. *This in-person session would be a re-cap of all three webinars.*
3. 2-3 Nursing Salons, *where I facilitate and encourage nurses to share their realities, shifts in perception, and strategies to thrive (one session unique to nurse managers only). I believe that hosting salons would provide a safe place for nurses to integrate the material and learn from each other. The result would be increased bonds between nurses because they could internalize that they are not alone. Our shared vulnerabilities inspire connection.*

The main objectives of this program would be to support and inspire nurses by:

- Re-framing current challenges by presenting a broader perspective, and providing the opportunity to create a new story
- Empowering voice and emphasizing the need for each nurse to speak their truth while role modeling professionalism
- Personalizing knowledge so that they can objectively identify their limits, and learn skills to counter-balance stress
- Renew hope, optimism and community by providing the opportunity to share individual realities in a group setting

Webinar 1

PERSPECTIVE: Framing Reality

Research has shown that optimism is one of the most critical factors to resilience. But after more than a year of being a nurse in a pandemic, nurses are struggling to remain positive. Constantly bombarded by personal and professional stressors, nurses are, in one word, suffering.

What many of us don't realize is that as humans we all have adopted a lens from which to view reality. This lens was created by our relationships, culture, history and environment. We unconsciously start seeing what we want to see, and then look for information that validates what we believe is true.

In the first of three sessions we take an objective look at the reality of nursing in 2021. We will review and evaluate a care plan for our profession, and then take this information down to a personal level to identify supportive, positive actions that give us a new and hopeful perspective from which to re-frame our everyday realities.

Webinar 2

Team Players Who Speak Their Truth

In the culture of health care nurses who disagree passively or aggressively to the norm are labeled as not being a good “team player”. Self-silencing became a survival norm.

Ironically, what is needed to protect our patients, profession and organization is for nurses to stand firmly in their power and truth. To do so we need to be skilled professional, communicators. In this session we look at the relationship between power, self-esteem and voice. We will review how to address the non-verbal innuendos that tear us down, and how to professionally communicate our thoughts and opinions so that others will hear and validate our reality. To thrive any group needs every voice. Furthermore, these complex and pressurized time need innovation which depends on creating a safe space where everyone can speak their truth.

Webinar 3

Empathy Fatigue: When You Don’t Even Have the Energy to Burnout

The antidote to burn out is compassion. But compassion takes energy that many nurses do not have anymore. It is well documented that in order to care for our patients, we must care for ourselves – and that managers must care for their staff. What does caring and compassion look like as a daily experience? And what actions can you specifically take to tighten the bonds of community within your own unit?

In this webinar we learn the *PERMA MODEL: Strategies to Counter-Balance Stress*. When soldiers are in combat for lengthy periods of time, educators teach the PERMA MODEL. Nurses have been in battle for over 18 months fighting the pandemic. In this session we study how to acquire habits that will help you to thrive despite the circumstances.

Research from the military teaches us how to stay in the present and assess what is needed in the current moment when soldiers are engaged in lengthy battles. At every step of the PERMA model participants will stop and apply the knowledge to their own personal situations so that they can leave with personalized objectives and actions.

Follow-up two days on-site.

One recap presentation (which can be taped for in-house use only.)

Three facilitated nursing salons scheduled to accommodate all shifts.

This program will energize your nurses because it affirms their reality while opening a door to another level of understanding and providing practical tips and tools that nurses can immediately apply.

Sincerely,

Kathleen Bartholomew, RN, MN

July 20, 2021