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## Leadership competencies in nurse managers: An innovative approach

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**Aims:** This article describes the process a large pediatric teaching hospital utilized to develop a comprehensive leadership training program for mid-level nurse managers.

**Background:** Senior nurse leaders identified a need to develop and implement a leadership onboarding and professional development program, based on the organization's values and standards, for new mid-level nurse leaders with varying levels of management knowledge and experience.

**Evaluation:** A survey of these new nurse leaders identified several knowledge gaps and a need for structured education. The top three areas of knowledge deficit were selected as the focus of an initial Nurse Manager Forum.

**Key Issues:** Based on participant self-report, the Nurse Manager Forum provided opportunities for impact in

the areas of change agent, initiating corrective actions, and conducting crucial conversations. Educational content created was based on the American Organization of Nurse Executives nurse executive competencies. After attendance, learners identified differentiating leadership and management, solving challenging situations around accountability, influencing behavior, change management and communication as areas of increased confidence.

**Conclusions:** Instituting quarterly Forums for Nurse Managers has resulted in learners' perceptions of increased confidence and skills.

**Implications for Nursing Management:** This program is applicable to any hospital with multiple mid-level nurse managers new to the role.

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