

BRING THE NURSE LEADER COACH WORKSHOP TO YOUR ORGANIZATION

Retaining nurses is challenging in today's competitive job market. Nurse turnover is increasing, replacement costs are high and quality patient care is threatened. Nurse leaders play a key role in the retention of their staff. The contemporary nursing workforce has different expectations of their managers. What nurses want are leader coaches who focus on their professional development. Effective coaching is strengths-based, engagement focused and performance oriented. A failure to provide this results in lower staff engagement and higher turnover. Moving from being a traditional leader to a nurse leader coach requires a new skill set and leadership approach.

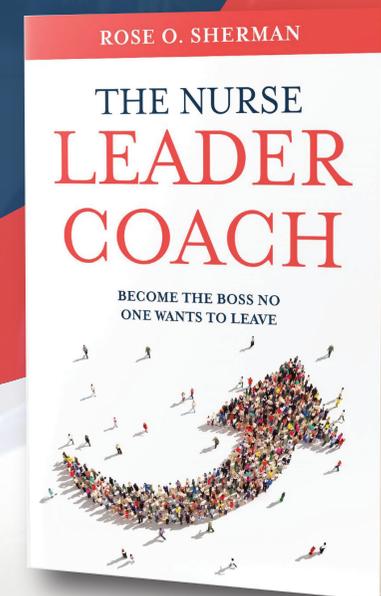
Just telling nurse leaders to do more coaching is not enough. Harvard researchers have found that most managers think they are coaching, but when observed they are telling staff what to do. The Nurse Leader Coach workshop is an innovative program designed to equip your leaders with practical coaching tools that can be immediately applied in the work setting. Participants will receive a copy of the book, *The Nurse Leader Coach: Become the Boss No One Wants to Leave*. The goal is to help managers make coaching a regular part of their leadership practice.

You can learn more
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THE NURSE LEADER COACH

Become the Boss No One
Wants to Leave.



»» ABOUT THE WORKSHOP

What nurses expect from their leaders is changing. Gone are the days of command and control leadership when staff was supposed to be grateful because they had a job. Today's nurses want their leaders to be coaches who will help them to learn and grow as professionals. The nurse leader has become the linchpin in staff recruitment and retention. When nurses don't receive the coaching and feedback that they desire, they will leave as evidenced by high nursing turnover in many healthcare organizations. Nurses highly value managers who adopt a coaching style of managing performance. For many leaders, this will change how they look at their leadership.

Harvard research indicates that although leaders believe they coach, very few actually do. Any new change in behavior can be challenging until it becomes routine. Give nurse leaders in your organization a competitive edge by learning the secrets of how to become a great leader through coaching. In this workshop taught by a certified nurse leader coach, participants will learn how to build a coaching foundation, develop coaching skills and coach their team to a higher level of performance. Leaders who commit to become a nurse leader coach will be the boss that no one wants to leave.

»» WORKSHOP OBJECTIVES

- Describe what the contemporary nursing workforce wants and expects from their nurse leaders.
- Identify the differences between a traditional manager mindset and a coaching mindset.
- Provide an overview of how to build a coaching foundation in your leadership.
- Practice using the GROW coaching framework to professional development, performance management, and career coaching situations.

»» WORKSHOP TOPICS

WELCOME, INTRODUCTIONS AND PICTURE EXERCISE

WHY BECOME A NURSE LEADER COACH

- Pre-coaching Assessment Findings (*from the online survey done in your organization*)
- The Business Case for Coaching
- Expectations of Today's Leaders

DEVELOP A COACHING MINDSET

- The Traditional Manager Versus the Leader Coach
- Building a Foundation for Coaching
- Key Elements of Effective Coaching
- The Grow Coaching Model

COACHING SITUATIONS – FISHBOWL EXERCISES WITH SCENARIOS

- Professional Development Coaching
- Performance Coaching
- Career Coaching

APPLICATION OF COACHING SKILLS – PAIR SHARE

- Practice Coaching Scenarios with Debrief
- Hardwiring the Coaching Habit

NEXT STEPS AND EVALUATION



»» WORKSHOP PRESENTER

Rose O. Sherman, EdD, RN, NEA-BC, FAAN is nationally known for her work in helping current and future nurse leaders to develop their leadership and coaching skills. Rose is an emeritus professor in 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. She edits a popular leadership blog www.emergingrnleader.com that is read by thousands of nurses 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 new book, *The Nurse Leader Coach: Become the Boss No One Wants to Leave*.