



Building Bridges, Not Walls: Leading Multigenerational Nursing Teams

What We Offer

A 2.5 Hour Leadership Workshop conducted on our ZOOM Pro Platform with technical support (live option also available at a higher fee).

Affordable Fee - \$2750.00 all-inclusive if virtual for up to 500 leaders.

Our Fee Includes the Following:

- *A focus group conducted before the session with your leaders to customize the content to your needs.
- *Collaboration with your CE Coordinator for contact hours.
- *A PDF workbook sent in advance of the session.
- *Workshop conducted by Dr. Rose Sherman, a nationally known leader development expert and author.

A Workshop for Experienced and Emerging Nurse Leaders.

The changes happening in the nursing workforce are new and different. The turbulence of the past five years in healthcare has accelerated massive demographic shifts in the nursing profession that would have naturally occurred. Baby Boomer nurses who have shaped nursing practice for decades have largely retired, and a new generation of nurses has entered the workforce. Generation Z is the first generation to grow up with the internet, social media, and digital technology from an early age. Their unique perspective about their nursing careers is shaping the future in profound ways. Nursing teams today are multigenerational and have different values, attitudes, and beliefs, which can make working together more challenging. Taught by a national thought leader on nursing leadership, this highly interactive workshop aims to provide actionable tools and strategies for leaders to help their multigenerational teams to build bridges not walls as they work together to provide care.

Our Workshop Topics Include the Following:

- *The Demographic Shifts Happening in the Nursing Workforce
- *How Generational Ideas, Values, and Beliefs Shape Nursing Practice
- *Generational Differences in Ideas about Communication, Conflict Management, Teamwork and Wellbeing
- *Engaging a Multigenerational Workforce
- *Building Community on Multigenerational Teams to Promote More Effective Teamwork
- *Generationally Targeted Recruitment and Retention Strategies

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Sample Agenda

Program Overview

The changes happening today in the nursing workforce are new and different. The turbulence of the last five years has accelerated massive demographic shifts in the nursing population that would have naturally occurred over a longer period. Most Baby Boomer nurses who shaped nursing practice for decades have retired, especially from acute care settings. Generation Z, a new generation of nurses, is entering nursing practice and will comprise 30% of the workforce by 2030. They are the first generation to grow up with the internet, social media, and digital technology from an early age. Their unique perspective on their nursing careers is shaping the future in profound ways. Nursing teams today are multigenerational, with different values, attitudes, and beliefs, making working together challenging and resolving conflicts more difficult. This highly interactive workshop provides nurse leaders with tools and actionable strategies to help their teams build bridges—not walls—as they work together to provide care.

Objectives

- Discuss the changing healthcare work environment and demographic shifts occurring in the nursing workforce.
- Describe how generational ideas, values, and beliefs shape nursing practice.
- Identify generationally targeted recruitment and retention strategies.
- Discuss leadership strategies to promote effective communication and conflict management on multigenerational teams.
- Identify strategies to build team synergy and promote bridge-building across generational groups.
- Apply concepts learned to a case situation for discussion.

Program Agenda in EST

9:30 AM – 10:15 AM

The Changing Nursing Workplace and Workforce

- Generational Changes and Challenges in the Nursing Workforce
- The Context of Today's Healthcare Environment and Entry into Practice
- Different Generational Ideas, Values, and Beliefs
- Generationally Targeted Recruitment and Retention
- Generational Expectations of Nurse Leaders

10:15 AM – 10:45 AM

Strategies to Manage a Multigenerational Workforce

- Leading Staff Who are Older than You
- Building a Strengths-Based Culture
- Communicating Across Generational Groups
- Managing Generational Conflict

10:45 AM – 11:00 AM

Break

11:00 AM – 12:00 PM

Building Multigenerational Team Synergy

- Engaging Different Generations
- Aligning Teams on Values and Purpose
- Building Community on Multigenerational Teams
- Encouraging Cross-Generational Mentoring
- Breakout Exercise

Rose O. Sherman, EdD, RN, NEA-BC, FAAN, is nationally known for helping current and future nursing 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.emergingnleader.com, read by thousands of nurse leaders each week, and was editor-in-chief for ten years of *Nurse Leader*, the official journal of the American Organization of Nurse Executives. She is a Gallup-certified strengths coach and author of *The Nurse Leader Coach: Become the Boss No One Wants to Leave*, *The Nuts and Bolts of Nursing Leadership*, *A Team Approach to Nursing Care Delivery*, and her newest book, *Nursing Leadership in the New World of Work*. 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.