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# THE LEADERSHIP CHALLENGE

# research

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THE MOST TRUSTED SOURCE ON BECOMING A BETTER LEADER

**TITLE** Developing Nurse Leaders: A Program Enhancing Staff Nurse Leadership Skills and Professionalism

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**OBJECTIVE** This study aims to determine whether participation in the Nursing Leadership Perspectives Program produced a change in leadership skills, increased professional activities, leadership promotion, and retention rates of participants.

## METHODOLOGY

The participants in this study included 15 registered nurses who participated in the Nursing Leadership Perspectives Program (NLPP) at Mayo Clinic in Rochester, Minnesota. Participants completed the Leadership Practices Inventory and Nursing Activity Scale (NAS; Kelly, 2001) at the beginning and end of the program and six months after the conclusion of the program.

## KEY FINDINGS

Participants reported statistically significant changes in their leadership skills after being in the program on the LPI ( $p < .007$ ) and changes in professional behavior were also statistically significant as rated by the NAS ( $p < .001$ ). The promotion rate within the organization for NLPP participants was 20 percent compared with 0.3 percent in the general staff nurse population; and all participants remain employed at Mayo Clinic demonstrating a 100 percent retention rate. Participants described an increase in their leadership responsibilities on unit and departmental committees, workgroups, and councils.