

# NurseTRUST E<sup>3</sup> Fellowship: Emerging Leaders

The NurseTRUST Emerging Leaders program is for high potential nurse leaders preparing to move into a new or first time leadership role, those early in their leadership role, and/or those transitioning to leadership in a new context or setting.



## BECAUSE LEADING OTHERS IS A WHOLE NEW CHALLENGE.

Leadership development of new and recently promoted managers is critical to future success. And yet, almost **60% of new leaders never receive training for their first leadership role.** We want to do something about that. NurseTRUST Emerging Leaders program (ELP) is an 8-month learning journey designed for nurses leading within and across sectors. ELP utilizes CCL's successful Frontline Leader Impact course as a key component of the journey.

CCL's research has identified 6 key competencies that are essential for emerging leaders to master: self-awareness, learning agility, communication, political savvy, influencing outcomes, and motivating others. This award-winning course focuses on these 6 core skills designed to facilitate personal growth and effectiveness.

## Every leader deserves a strong foundation.

### | What Participants Learn

- ✓ Gain a detailed picture of your personal strengths and challenges
- ✓ How to listen, speak, and write clearly and consistently for maximum impact
- ✓ Techniques for influencing others effectively to gain cooperation and get things done
- ✓ Strategies for inspiring commitment and building strong working relationships
- ✓ Develop a long-term Leadership Growth Plan that's actionable and measurable

## Learning Journey:

MONTH 1	MONTH 2	MONTH 3-4	MONTH 5-7	MONTH 8
<b>Planning &amp; Pre-Work</b>	<b>NurseTRUST Summit &amp; Session</b>	<b>Live Online Kickoff &amp; Frontline Leader Impact Course</b>	<b>Live Online Microlearning &amp; Connection</b>	<b>NurseTRUST Trusted Conversation Panel</b>
<ul style="list-style-type: none"> <li>Personal reflection</li> <li>Welcome &amp; connection to network</li> <li>Meet mentor</li> <li>Overview of the learning journey</li> </ul>	<ul style="list-style-type: none"> <li>Half day session</li> <li>F:F mentor meeting</li> <li>Network with NurseTRUST members</li> </ul>	<ul style="list-style-type: none"> <li>Live Online kickoff development</li> <li>6 week intensive CCL FLI online course</li> <li>One mentor call</li> <li>Set learning goals</li> </ul>	<ul style="list-style-type: none"> <li>One learning touch point per month</li> <li>One mentor call</li> </ul>	<ul style="list-style-type: none"> <li>Presentations on leadership learning</li> <li>Celebration/ ceremony</li> </ul>
<b>Time estimate = 4 hours</b>	<b>Time estimate = 3 days</b>	<b>Time estimate = 24 hours</b>	<b>Time estimate = 12 hours</b>	<b>Time estimate = 2 hours live + prep</b>

## Online Course Details

**CCL's leadership course experience** is a proven approach to course design, development, and delivery, with the goal of changing the status quo for online learning: to make learning fun, engaging, and effective. Days prior to the start of the asynchronous course, a live online kickoff allows participants to meet their course manager, get an overview of the course structure and content, and learn tips on how to get the most out of the experience. **Among the dynamic features are:**

### REIMAGINED ONLINE EXPERIENCE:

An instructional framework designed to be highly engaging and grounded in real-world and authentic content, featuring interactive learning activities including video, skills practice, self-assessments, and reflective journaling.

### REAL-WORLD IMPACT:

The Key Leadership Challenge inspires participants to view the content through the lens of a specific business or career issue. They will create an action plan to take back to their organization to implement right away, achieving real benefit and impact.

### ENGAGING AND PERSONALIZED:

The Impact Meter, a gamified measure of participant engagement with the course content and with each other, engenders friendly competition among members of a learning group.

### SHAREABLE/ SAVABLE:

Notes, highlights, and takeaways enable learners to capture and share content, including snippets of video transcripts, and assemble and save them to a personalized digital notebook of course takeaways.

### SECURE AND CONVENIENT LEARNING:

Participants can safely discuss personal topics and learn from a network of peers without leaving their workspace.

This approach to online learning has been proven to boost both engagement and completion rates compared with traditional online learning formats.

### \*INSTRUCTION - LEARN TOGETHER

This 18-hour online leadership experience is delivered over 6 weeks in a self-paced, asynchronous journey. Discussion threads embedded in every lesson promote the sharing of ideas and the development of personal insights.

### COHORT EXPERIENCE - CONNECTION

Deepen and extend your relationships with other nurse leaders through live online and face to face sessions.

### MODERATOR - GUIDE BY YOUR SIDE

A leadership expert serves to inspire, engage, and facilitate the exchange of ideas. Through the use of self-assessments and feedback, participants gain a detailed picture of their personal strengths and challenges.

### MENTOR – ONGOING SUPPORT

Be connected with a trained mentor who is a NurseTRUST member for personalized guidance, feedback and support.

## How to get in touch

First-time managers and frontline leaders need support in order to succeed. We're here to provide it. For more information visit [nursestrust.org](https://nursestrust.org) or email [fellowship@nursestrust.org](mailto:fellowship@nursestrust.org).

