



# EMERGING NURSE LEADER PROGRAM



## STAGE 1 EMPOWERED TO LEARN

### Eligibility requirement on entry into the program

You must be a Member of ACN to apply for the ENL Program.

#### FOR REGISTERED NURSES:

Applicants must be pre-registration students completing one of the following at an Australian University: Bachelor of Nursing (final year), Nursing Masters or Nursing Honours year.

#### FOR ENROLLED NURSES:

Applicants must be students completing a Diploma of Nursing

February – October (9-month program)

#### INDIVIDUAL FOCUS (Self-awareness)

Participants will focus on the identification of leadership qualities and skills. Participants will identify their own potential leadership qualities and seek to recognise how these qualities may be utilised to enhance their professional learning.

### Key concepts

- Individual purpose/motivation
- Accountability/responsibility paradigm
- Personal values

### Leadership qualities will be identified through:

- participation in ACN Member Mentoring for ENLs program (6 month period)

- completion of a professional development plan and portfolio using ACN's Professional Portfolio tool
- support and guidance with resume preparation and interview skills
- development of article/s for ACN publication/s
- attendance of the ACN National Nursing Forum
- active participation in one or more ACN Faculties
- active participation in ACN Region activities
- contribution to the ENL leadership journal club and discussion forum (online)
- involvement in ACN Nursing and Health Expos as an ambassador for the profession (if available in state/territory of participant)
- undertaking two online ACN webinars offered to ENLs
- completion of Career Pathway Project
- submission of a periodic assessment produced throughout the program, summarising the personal growth and professional development experienced as a result of the ENL program.

### Outcomes

- Awareness of own leadership qualities
- Increased awareness of professionalism of nursing
- Greater self-awareness and sense of self-empowerment.



# EMERGING NURSE LEADER PROGRAM



## STAGE 2 EMPOWERED TO GROW

### Eligibility requirement on entry into the program

You must be a Member of ACN to apply for the ENL Program.

#### FOR REGISTERED NURSES:

Applicants must be employed as a Registered Nurse in their first year of nursing practice.

#### FOR ENROLLED NURSES:

Applicants must be an employed Enrolled Nurse in their first year of nursing practice.

February – October (9-month program)

TEAM FOCUS (Growing awareness of influence on others)

Participants will focus on identifying and analysing leadership qualities and skills. Participants will identify and analyse their own leadership qualities and how these qualities can be developed to positively influence their own and others' professional growth.

### Key concepts

- Team values
- Building capacity
- Resourcefulness

### Leadership qualities will be identified through:

- participation in ACN Member Mentoring for ENLs Program (6 month period)
  - completion of a professional development plan and portfolio using ACN's Professional Portfolio tool

- submission of an abstract for a conference
- development of article/s for ACN publication/s
- active participation in one or more ACN Faculties
- active participation in ACN Region activities
- contribution to the ENL leadership journal club and discussion forum (online)
- attendance of ACN National Nursing Forum
- involvement in ACN Nursing and Health Expos as an ambassador for the profession (if available in state/territory of participant)
- participation in ACN Career Coaching
- undertaking two online ACN webinars offered to ENLs
- completion of Career Pathway Project
- submission of a periodic assessment produced throughout the program, summarising the personal growth and professional development experienced as a result of the ENL program.

### Outcomes

- Enhanced self-awareness within leadership context
- Increased professional engagement
- Established graduate in the nursing profession, capable of junior leadership roles



# EMERGING NURSE LEADER PROGRAM



## STAGE 3 EMPOWERED TO REACH

### Eligibility requirement on entry into the program

You must be a Member of ACN to apply for the ENL Program.

#### FOR REGISTERED NURSES:

Applicants must be employed as a Registered Nurse in their 2<sup>nd</sup> or 3<sup>rd</sup> year in nursing.

#### FOR ENROLLED NURSES:

Applicants must be an employed Enrolled Nurse in their 2<sup>nd</sup> or 3<sup>rd</sup> year in nursing.

February – October (9-month program)

PROFESSION FOCUS (Identifying and reaching your potential)

Participants will focus on developing leadership qualities and skills. Participants will develop their own leadership qualities and apply them to professional activities.

### Key concepts

- Decision making
- Problem solving
- Policy and representation (using your professional voice)

### Leadership qualities will be identified through:

- participation in ACN Member Mentoring for ENLs Program (6 month period)
  - visiting the work environment of a nurse leader
  - submission of an abstract for a conference
  - development of article/s for ACN publication/s – peer reviewed

- contribution to the ENL leadership journal club and discussion forum (online)
- active participation in one or more ACN Faculties
- active participation in ACN Region activities
- attendance of ACN National Nursing Forum
- involvement in ACN Nursing and Health Expos as an ambassador for the profession (if available in state/territory of participant)
- taking a significant role in an inter-professional collaboration
- participation in ACN Career Coaching
- involvement in ACN policy and professional representation
- undertaking two online ACN webinars offered to ENLs
- completion of Career Pathway Project
- submission of a periodic assessment produced throughout the program, summarising the personal growth and professional development experienced as a result of the ENL program.

### Outcomes

- Demonstrated early career nurse leadership qualities
- Demonstrated experience in advocacy, professional representation and engagement
- Development of knowledge and skills to manage people and resources at the unit level



# EMERGING NURSE LEADER PROGRAM



## STAGE 4 EMPOWERED TO ACHIEVE

### Eligibility requirement on entry into the program

You must be a Member of ACN to apply for the ENL Program.

#### FOR REGISTERED NURSES:

Applicants must be employed as a Registered Nurse in their 4<sup>th</sup> or 5<sup>th</sup> year in nursing.

#### FOR ENROLLED NURSES:

Applicants must be an employed Enrolled Nurse in their 4<sup>th</sup> or 5<sup>th</sup> year in nursing.

February – October (9 month program)

GOALS FOCUS (Achieving personal leadership and career goals)

Participants will focus on developing leadership qualities and skills. Participants will develop their own leadership qualities and apply them to develop capacity in their teams.

### Key concepts

- Innovation
- Change
- Policy and representation (recognising the power of your professional voice)

### Leadership qualities will be identified through:

- participation in ACN Member Mentoring for ENLs Program (6 month period)
  - visiting the work environment of a nurse leader
  - submission of an abstract for a conference
  - development of article/s for ACN publication/s – peer reviewed

- contribution to the ENL leadership journal club and discussion forum (online)
- active participation in one or more ACN Faculties
- active participation in ACN Regions
- attendance of ACN National Nursing Forum
- involvement in ACN Nursing and Health Expos as an ambassador for the profession (if available in state/territory of participant)
- participation in ACN Career Coaching
- leading a significant cross-organisational project
- participation in ACN policy and professional representation
- attending an ACN Leadership workshop as outlined in the ENL program
- undertaking two online ACN webinars offered to ENLs
- completion of Career Pathway Project
- submission of a periodic assessment produced throughout the program, summarising the personal growth and professional development experienced as a result of the ENL program.

### Outcomes

- Demonstrated early career nurse leadership qualities
- Demonstrated experience in advocacy, professional representation and engagement
- Development of knowledge and skills to manage people and resources at the unit level





# EMERGING NURSE LEADER PROGRAM



## STAGE 5 EMPOWERED TO LEAD

### Eligibility requirement on entry into the program

You must be a Member of ACN to apply for the ENL Program.

#### FOR REGISTERED NURSES:

Applicants must be employed as a Registered Nurse in their 6<sup>th</sup> year in nursing.

#### FOR ENROLLED NURSES:

Applicants must be an employed Enrolled Nurse in their 6<sup>th</sup> year in nursing.

February – October (9 month program)

#### LEADERSHIP FOCUS (Leadership vision)

Participants will focus on developing strong leadership qualities and skills. Participants will continue to develop their own leadership qualities and apply them to leading organisational change.

### Key concepts

- Leadership and management
- Thought leadership
- Influence to lead within the profession

### Leadership qualities will be identified through:

- participation in ACN Member Mentoring for ENLs Program (6 month period)
  - visiting the work environment of a nurse leader
  - submission of an abstract for a conference
  - development of article/s for ACN publication/s – peer reviewed

- contribution to the ENL leadership journal club and discussion forum (online)
- active participation in one or more ACN Faculties
- active participation in ACN Regions
- attendance of ACN National Nursing Forum
- involvement in ACN Nursing and Health Expos as an ambassador for the profession (if available in state/territory of participant)
- participation in ACN Career Coaching
- leading a significant cross-organisational project
- participation in ACN policy and professional representation
- attending an ACN Leadership workshop as outlined in the ENL program
- undertaking two online ACN webinars offered to ENLs
- completion of Career Pathway Project
- submission of a periodic assessment produced throughout the program, summarising the personal growth and professional development experienced as a result of the ENL program.

### Outcomes

- Demonstrated experience in advocacy, professional representation and engagement
- Development of knowledge related to nursing policy issues
- Demonstrated ability to lead organisational change