



RCSI FACULTY OF
NURSING & MIDWIFERY

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LEADERSHIP BY EXECUTIVE COACHING FOR NURSES AND MIDWIVES

RCSI UNIVERSITY OF MEDICINE AND HEALTH SCIENCES

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Established in 1974, the RCSI Faculty of Nursing and Midwifery plays a pivotal role in leading and supporting the development of the nursing and midwifery professions nationally through the delivery of transformative learning experiences, impactful research in the areas of professional development and supporting the contribution of nurses and midwives to health, social care and societal well-being.

Nurses and midwives are critical to working towards the achievement of universal health coverage, population health and well-being, and the U.N. sustainable development goals. However, to do so, they must be empowered through education and training, leadership and policies that enable them to work to the full extent of their licence and support them as their careers expand and/or develop.

Indeed, no local or global health agenda can be realised without concerted and sustained efforts to maximise the contributions of the nursing and midwifery workforce and their respective roles within interprofessional health teams. This requires policy interventions and leadership at local, national and global levels that ensure nurses and midwives have maximum impact and effectiveness (WHO, 2020), that optimise the working environment, and that attract, train, recruit, retain and upskill a knowledgeable and proficient workforce. In the increasingly complex, challenging and dynamic healthcare environment, it is important for nurse and midwife leaders to develop not just the technical and domain specific knowledge and skills to effect change, but to also acquire the affective and transversal skills that will sustain them as they seek to implement their vision for the future. Certainly, as they care for others, the nurse or midwife leader must also have the ability to care for and manage themselves.

This Leadership by Executive Coaching for Nurses and Midwives programme provides nurse and midwife leaders with a range of tools focused on self-assessment, understanding leadership tendencies, effective communication, building healthy relationships, and coaching others towards growth in an effort to build a critical mass of leadership capacity. The module is targeted at senior nurses and midwives in order to support them to navigate the complex challenges within the modern, multifaceted, and interdisciplinary healthcare environment. It will provide current and future nurse and midwife leaders with the requisite knowledge, skill, and affective ability to adopt influential roles in health policy formulation, decision-making, and the effective operation of health and social care systems.



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PROGRAMME AIM:

The aim of this programme is to enhance the leadership skill of senior nurses and midwives by maximising their potential and fostering healthy and productive cultures in their professional and personal lives. Through a series of targeted tools and interventions, the programme aims to provide a structured framework for self-assessment which identifies individual leadership tendencies, fosters proficient communication, and guides leaders towards growth – ultimately empowering them to become exceptional leaders capable of driving and delivering positive change within the modern healthcare milieu.

LEARNING OUTCOMES:

On successful completion of this programme, the senior nurse / midwife leader will be able to:

- Undertake holistic strategic self-analysis of the factors that contribute to own inner peace
- Gain insights into the leadership tendencies that impact interpersonal relationships in themselves and others that can improve team performances
- Develop skills in communication, including active listening, fostering improved team engagement and productivity by understanding and enhancing communication tendencies and challenges.

- Comprehend and cultivate factors for effective leadership behaviours that impact on the organisation culture and subcultures of workplaces and teams.
- Critically apply personal and professional leadership skills and strategies to positively influence and effect change in the organisation
- Intentionally leverage tools for growth and development in a changing and challenging environment.

PROGRAMME STRUCTURE

The programme is delivered over a 6-month period via a blend of engaging, enjoyable and interactive live online coaching sessions with the Leadership Consultant Annree Wogan using directed learning activities. The ethos and intention of the programme is to be motivating and energising for the participants. Recognising the busy personal and professional lives of senior nurses and midwives, the weekly directed learning activities are short, focused segments that can be completed anytime over the 7-day period. Drawing on the knowledge and expertise of the participants a key component of the programme as too is the sharing of experiences in a confidential space and the opportunity to build informal support networks.



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ABOUT THE PROGRAMME COORDINATORS:



Anree Wogan is a leadership consultant and an executive and team performance coach. She is an expert in organisational leadership, interpersonal communication, advocacy, and collaborative engagement excellence. She is passionate about unlocking the potential of people and optimising team health and performance. Anree brings her specialist skills and life experiences to help leaders and their teams win in every area of their life, both personally and professionally.



Prof Mary Rose Sweeney is Executive Vice Dean for Education in the Faculty of Nursing & Midwifery in the RCSI. Mary Rose was previously Head of the School of Nursing, Psychotherapy & Community Health and Associate Dean for Research in the Faculty of Science and Health at D C U . She has over 25 years of experience in academia, with collaborations nationally and internationally. Mary Rose has attracted national and international research funding and has 180 research outputs (publications, presentations and technical reports). Mary Rose is a Senior Fellow of Advance HE, in the UK.

HOW TO APPLY

For further information on how to apply and dates for the next programme, please email maryrosesweeney@rcsi.ie