



ANPD Leadership Academy Justification

The following tools can help you communicate to your manager or supervisor the benefits of participating in the 2025-2026 ANPD Nursing Professional Development (NPD) Leadership Academy. The one-year academy kicks off at ANPD's Aspire Convention, in Las Vegas, NV on April 29, 2025.

Specific information you should include in your appeal:

- **Personal learning opportunities:** What benefits does participating in the Leadership Academy have on your personal development as a nursing professional development practitioner?
- **Benefits to your organization:** What skills will you develop in the Leadership Academy that you will apply to your work to help your organization succeed?
- **Return on investment for your organization:** What is the monetary benefit to your organization for funding your participation in the Leadership Academy?

Use the worksheets and customizable justification letter in this learning plan to make the case to your manager or supervisor to support your application for the 2025-2026 NPD Leadership Academy.

Purpose

The NPD Leadership Academy is designed to prepare visionary NPD leaders to lead in a complex healthcare environment and demonstrate the value of NPD to their organization. Participants gain innovative knowledge, skills, and strategies for leadership that enhance the organization's strategic goals. The NPD Leadership Academy facilitates succession planning by preparing NPD practitioners to assume leadership roles in a variety of settings.

Overview

The NPD Leadership Academy is a yearlong mentored program based on the content of *Leadership in Nursing Professional Development: An Organization and System Focus, (2nd ed.)*. (Harper, 2022), incorporating essential topics to develop leadership skills specific to nursing professional development. The academy consists of a live pre-convention workshop followed by synchronous seminars, self-paced learning asynchronous learning, and a one-on-one mentorship with an NPD leader. A practice-based leadership project is completed over the year, culminating in a presentation at the 2026 ANPD Aspire Convention.



Benefits

Your proposal to apply for the Leadership Academy should include both the personal benefits of the skills and experience you will gain, as well as the benefit of bringing these skills and experience to your healthcare organization. Use this worksheet to detail out the benefits of each learning objective of the Leadership Academy.

Learning Objective	Personal Benefit	Benefit to Organization
The Role of the NPD Leader		
Management of NPD Department Operations		
Legal and ethical considerations of NPD practice		
Organizational integration of NPD; including interprofessional collaboration and continuing education		
Measuring the impact of NPD activities at the organizational level		



Return on Investment

Your proposal to apply for the Leadership Academy should include the anticipated cost to your organization. The following worksheet helps identify the common expenses associated with participation and the value of what is received.

Items Included	Value	Cost
Tuition		\$2,500 (members) and \$2,800 (non-members)
2025 ANPD Leadership Academy pre-convention workshop	\$225	Included in tuition
2025 full ANPD Aspire convention registration	\$750 (members) and \$1,030 (non-members)	Included in tuition (registration only)
Text: <i>Leadership in Nursing Professional Development: An Organization and Systems Focus</i> , 2 nd Edition	\$125	Included in tuition
Text: <i>Nursing Professional Development: Scope and Standards of Practice</i> , 4th edition.	\$55	Included in tuition
Scheduled live seminars and asynchronous webinars	\$480	Included in tuition
Strengthscope™ assessment	\$60	Included in tuition
Mentoring for the year, including consultations for leadership project	<i>priceless</i>	Included in tuition
Networking opportunities	<i>priceless</i>	Included in tuition
Potential presentation opportunity at the 2026 ANPD Aspire Convention	Professional recognition for individual and organization	included in experience



ANPD Leadership Academy Justification Letter

To: **[Supervisor's name]**

From: **[Your name]**

Date: **[Insert date]**

Subject: **ANPD Leadership Academy – Request to Participate**

Dear **[Supervisor's name]**,

The Association for Nursing Professional Development (ANPD) recently issued a call for candidates for the Nursing Professional Development (NPD) Leadership Academy, a yearlong mentored program based on the content of *Leadership in Nursing Professional Development: An Organization and System Focus*, (2nd ed.), (Harper, 2022). The Academy is a valuable opportunity for me to emerge as a leader in NPD and establish a mentoring relationship with seasoned NPD specialists, as well as an opportunity to use the knowledge from the academy to refine **[hospital/facility/organization]**'s current practices. Here, I have laid out the benefits, both to my own professional development as well as to our organization, of each of the learning objectives of the NPD Leadership Academy.

[insert benefits worksheet or write a narrative using points from the worksheet]

The NPD Leadership Academy will launch its 2025-2026 cohort on April 29, 2025. The remainder of the one-year program includes seminars and pre- and post-seminar activities based on the content of the *Leadership* text. This includes a best-practice initiative that I will implement to improve a challenge in our organization. The tuition includes full registration for the 2025 ANPD Aspire Convention. The Academy concludes with dissemination of my initiative to a national audience via a poster and/or concurrent panel session at the 2026 ANPD Aspire Convention.

In addition to a statement of organizational support from **[name of supervisor/manager]**, I am seeking **[your organization]**'s support for tuition for the NPD Leadership Academy, should I be selected as a candidate. A requirement of the Academy is that all participants attend the pre-Convention in-person webinar workshop (\$225 value) and the 2025 ANPD Aspire Convention (\$1,030 value), which is included in the \$2,500 tuition (for members) along with the following:

[insert expenses worksheet here]

The total cost including all education and travel costs are approximately **[add your estimated cost]**.

The specific benefits to our facility resulting from my participation in the NPD Leadership Academy are substantial, making this an appropriate use of our education budget and my time away from work.

I appreciate your consideration of my request to apply for the NPD Leadership Academy. Please let me know if you require further information.

Sincerely,
[Your name]