



Nursing Professional Development Leadership Academy Program Outline

Purpose

The purpose of the NPD Leadership Academy is to facilitate succession planning by preparing NPD practitioners to assume leadership roles in NPD 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). The academy consists of a pre-convention workshop at ANPD's 2025 *Aspire Convention*, followed by live seminar sessions throughout the year on various leadership topics. Participants also complete relevant, asynchronous assignments between webinars. In addition, one mentored work-based leadership initiative is completed over the course of the year. Participants disseminate their initiative outcomes via a poster presentation at ANPD's 2026 *Aspire Convention*. Participants are also considered for a podium presentation.

The ANPD Leadership Academy will launch the 2025 cohort at ANPD's 2025 *Aspire Convention*, in Las Vegas, NV, with a pre-convention workshop on April 29, 2025. NCPD contact hours will be awarded for applicable program components. Outcome-based continuing education will be awarded for participants who meet level requirements throughout the duration of the program.

The Leadership Academy is capped at 30 participants to ensure an effective and successful experience. Expect to be present and engaged throughout the program to practice and develop your leadership skills.

ANPD Leadership Academy Format

Pre-convention Workshop

An in-person workshop introduces the academy, networking opportunities for participants and introductions to mentors, if possible.

Section 1: Introduction to NPD Leadership
Duration: 4 hours (April 29, 2025)
Content: Strengthscope™ Assessment
ANPD Leadership Academy Orientation

Seminars

Each live seminar requires preparation and activities. Seminars are conducted on each section of the leadership text and reflective of learner needs. The seminar schedule will be disseminated early in the program and is subject to rescheduling.



Section 2: Leadership in NPD Practice
Section 3: NPD Department Operations
Section 4: Trends in NPD Leadership

Best Practice Initiative

An evidence-based best practice initiative will be designed, implemented, and evaluated by each participant alongside the program timeline, program course contents, nurse planner/program facilitator and mentor recommendations, and organizational sponsorship.

Criteria

- Work-focused (of value to participant's organization)
- Oversight by organizational mentor/sponsor
- Additional criteria:
 - Aligns with candidate's organization's strategic plan
 - Integrates evidence-based practice
 - Includes interprofessional collaboration/continuing education as appropriate
 - Outcome-based (Return on Investment (ROI), measurable patient/learner, and organizational outcomes)
 - Submission of deliverables throughout the program: Examples are Best Practice Initiative Charter, summary reports, and Executive Summary
 - Participants are provided with access to Ovid® Synthesis for project management throughout the duration of the academy.

Outcome-Based Continuing Education

Outcome-based continuing education will be offered. Outcome measures are defined by specific and measurable variables by which attainment of objectives will be judged. Throughout the program, participants are eligible to meet levels of outcome-based continuing education. You are attesting to understanding the following criteria upon submission of this application.

Outcome Levels

Level 1 VALUE: Articulate knowledge and/or skills. Define, describe, and recognize the knowledge gained from the Leadership textbook and Leadership Academy webinars as evidenced by completing required discussion questions on the community page.

Level 2 BELIEFS: Apply knowledge and skills. Collaborate with the program facilitator and assigned Leadership Academy mentor to apply the knowledge and skills towards developing a best practice initiative charter.

Level 3 ATTITUDES: Demonstrate in an educational setting. Demonstrate the planning, implementation, and evaluation of an initiative in an education session as evidenced by participation responses and input during the webinars, break-out rooms, mentor check-ins, and role-play.



Level 4 JUDGMENT: Integrate into Practice. Performance of tasks for initiative reflective of organizational culture including internal leadership meetings and involvement, selection of outcomes, implementation of initiative, and evaluation achieved in the practice setting.

Level 5 BEHAVIORS: Impact on practice, patient, and/or system outcomes. Present final executive summary components of the best practice initiative through an ANPD (poster or panel presentation during the ANPD *Aspire Convention* meeting 100% of poster submission or panelist rubric criteria) or an organizational initiative (poster presentation, grand rounds, nursing inquiry presentation, or other method dissemination of performance improvement, outcomes, or systems leadership) that demonstrates an impact.

Evaluation Methods

Level 1: Validation of 100% participation requirements met in discussion posts by the Leadership Academy facilitator with 80% accuracy in responses.

Level 2: Submission of a Best Practice Initiative Charter completion verified by the Leadership Academy facilitator and mentor that includes analyzing, appraising, and examining the steps taken and process for initiative design and implementation plan within the organization.

Level 3: Direct observation of behavior throughout webinars, break-out rooms, and mentor check-ins, that demonstrate knowledge and skills.

Level 4: Submission of program required documents including mid-way status report, and executive summary, validating incorporation of organizational policies, protocols, and culture, that demonstrate skills and knowledge were integrated into the practice setting.

Level 5: Visible evidence of selection for poster abstract or panel presentation acceptance for ANPD's *Aspire Convention* or evidence of integration into the practice culture through dissemination of Best Practice Initiative.

Disclosures

- Association for Nursing Professional Development is accredited with distinction as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.
- There is no conflict of interest to disclose.
- Criteria for awarding level achievement credit: completion of 100% of incremental requirements as noted above.