



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 12-month mentored program based on the content of *Leadership in Nursing Professional Development: An Organization and System Focus, (2nd ed.)*. (Harper, 2022). The NPD Leadership Academy will launch its 2025-2026 cohort in-person on April 29, 2025 followed by live seminars throughout the year for each section of the text. Each participant is required to complete an outcome-based best practice initiative that aligns with their organization's strategic plan, incorporates evidence-based practice, and promotes interprofessional collaboration and continuing education. Participants are automatically accepted for a poster presentation to disseminate their initiative outcomes at the 2026 ANPD Annual Convention, and may have the opportunity to present their project at a podium session.



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 | | |

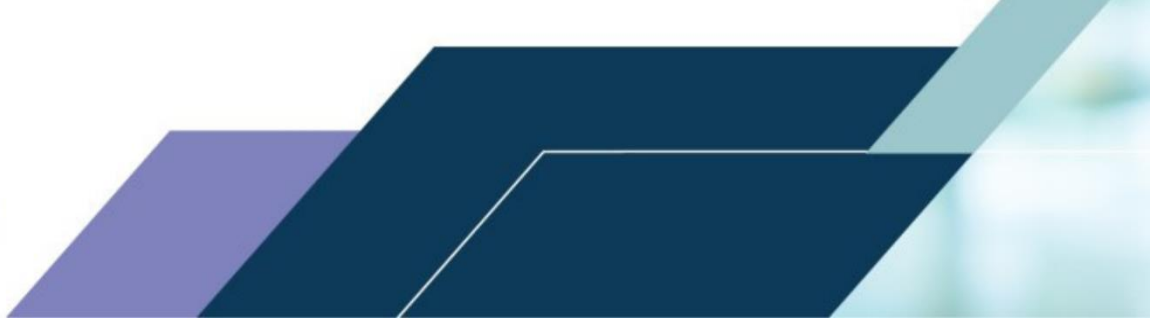


Return on Investment

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 | | \$2,470 (members) and \$2,750 (non-members) |
| 2025 ANPD Learning Lab pre-convention workshop | \$225 | Included in tuition |
| 2025 full ANPD Aspire convention registration | \$750 (members) and \$1,030 (non-members) | Included in tuition (excluding hotel and travel) |
| 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 |

 **NPD**





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 12-month 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. The tuition includes full registration for the 2025 ANPD Aspire Convention. The Academy concludes with a final work initiative from each participant and the opportunity to present a poster and/or concurrent panel session about the leadership/protégé experience 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 \$2,750 tuition 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]