PREPARING THE NEXT GENERATION OF NURSE LEADERS

To the Editor:

Every fall I start planning for the next year’s critical care educational offerings by gathering input from approximately 175 critical care nurses using an educational needs assessment. I needed to find out what the best evidence was for conducting an educational needs assessment. As part of this quest, I came across Crosby and Shields’ recent article about preparing the next generation of nurse leaders (Crosby & Shields, 2010). After reading it, I had an “ah-ha” moment.

It is time for me to develop a new tool, not for staff nurses but for critical care nursing leadership within my organization. After reading both Crosby and Shields’ article and Swearingen’s article (Swearingen, 2009), I realized that I had a new call to action. Swearingen (2009) challenged me to develop nursing leaders and Crosby and Shields (2010) showed me where to start.

It is time to put the same time and effort I put into mentoring new graduates and growing experienced staff into developing and growing the critical care nursing leadership within my organization. For those who are ahead of me on this journey, like Crosby, Shields, Swearingen, and others, thanks for paving the way and sharing your knowledge. Please continue to publish so I can benefit from your experience and knowledge as I start down the path of developing a leadership development program.

To those who haven’t yet started the journey, it is time.

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REFERENCES

The author discloses that she has no significant financial interests in any product or class of products discussed directly or indirectly in this activity, including research support.
doi:10.3928/00220124-20101122-01