DEVELOPING A LEADERSHIP PROGRAM TRAJECTORY

To the Editor:

While I agree with many of the points in “Developing a Leadership Program Trajectory” (Bleich, 2016), published in the June 2016 issue of The Journal of Continuing Education in Nursing, I feel the development of new nurse leaders should begin sooner, include more formal and informal leadership opportunities, and incorporate a cross-disciplinary approach. According to Hunt (2014):

The United States continues to face a nursing shortage with a national vacancy rate of 8.1% and a turnover rate of 14.1% ... It is predicted by the year 2025, there will be a shortage of 260,000 nurses. (p. 572)

In my experience, middle-career nurses offer their experience and knowledge when taking on leadership roles, yet tenure alone is not enough to qualify them as the best potential leaders. In addition, Hader (2013) stated that:

With nurses working longer into their careers, there’s a more noticeable hesitance among them to accept transitions. Even if research shows that some healthcare practices need to change, the older generation of nurses may resist new practices need to change, the older generation of nurses may resist new practices need to change, the older generation of nurses may resist new practices need to change.

REFRENCES


Hader, R. (2013). The only constant is change. Nursing Management, 44, 6. doi:10.1097/01.NUMA.0000429006.47269.22


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