



CANADIAN COLLEGE OF HEALTH LEADERS    COLLÈGE CANADIEN DES LEADERS EN SANTÉ

*Learning, Leading, Inspiring    Apprendre, mener, inspirer*

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Centre for  
**Health Care  
Management**

**The BC Lower Mainland Chapter and the Centre for Health Care Management (CHCM) at the University of British Columbia present:**

## **DEVELOPING EFFECTIVE NURSE LEADERS**

**With Maura MacPhee and Samar Hejazi**

**Date: Wednesday, April 4, 2012, 8:30 am – 9:30 am Pacific Time.**

Participation in this event is free.

### **Abstract**

Nurses comprise the largest sector of the healthcare workforce. They also assume important leadership roles at different organizational levels within a spectrum of healthcare settings. Research has shown that effective nurse leaders are the driving force behind healthy work environments, and healthy work environments are associated with better outcomes for staff, clients and organizations. Effective leadership translates into better staff retention and job satisfaction; lower morbidity and mortality rates for clients; and more cost-effective care delivery for organizations.

Little is known about the best ways to educate and support effective nurse leaders—nurses are often promoted into leadership roles based on years of clinical expertise. This is especially true for first-line nurse leaders. This entry level into the chain of command is considered critical to nurses, because first-line leaders act as a link between the point of care delivery and administrative decision-making.

This presentation will discuss findings from a 4-year study that examined nurse leader and staff outcomes after leaders' participation in a nursing leadership development program, the BC Nursing Leadership Institute (BC NLI). This province-wide study was funded through the Canadian Health Services Research Foundation. More than 200 novice, first-line nurse leaders from across BC, representing all healthcare sectors (e.g., acute care, community,

mental health) participated in a mixed methods study that used a variety of survey tools and interview methods to examine the effectiveness of the BC NLI. The BCNLI is a multi-component program consisting of a residential workshop, an innovation project, mentoring and organizational supports, and an online knowledge network.

Dr. Maura MacPhee was the Principal Investigator of this CHSRF study and she is the Academic Lead for the BCNLI. Dr. Samar Hejazi was a research team member who helped to conduct the quantitative data analyses. They will provide an overview of key study findings, delineating those aspects of the BCNLI that were particularly effective with respect to novice first-line nurse leader development.

**About the Speakers**

**Maura MacPhee, PhD**, is an Associate Professor at the UBC School of Nursing. Dr. MacPhee’s research pertains to healthy work environments: the development, implementation and evaluation of key structures and processes related to safe, quality work environments. Her recent research focuses on leadership development and succession planning, with a focus on leader empowerment strategies related to positive outcomes for leaders, staff and patients. She is also involved with researching nurse professional practice models.

**Samar Hejazi, PhD**, is a Post-Doctoral Fellow at the University of British Columbia School of Nursing. Dr. Hejazi’s research focus is on exploring different statistical approaches to understanding children’s developmental trajectories. She has investigated developmental trajectories of childhood obesity, the risk and protective factors that are associated with the development of obesity, and family, school, and neighbourhood predictors of school readiness among young children .

**Please register to participate:**

IN PERSON	LIVE WEBINAR	STREAMING VIDEO ARCHIVE
<p><u>RSVP to attend. No cost:</u>                      Diamond Health Care Centre                      Room 9299, 2775 Laurel Street,                      Vancouver, BC (<a href="#">map</a>)</p>	<p><u>Join us</u> online live during the seminar.                      See and hear the presenter, view their                      slides, and ask questions!</p>	<p>If you are unable to participate live, <u>request to                      be notified</u> when the online video archive                      appears on <a href="#">chcm.ubc.ca</a>.</p>

**Registration:** This will be provided free of charge by the BC Lower Mainland Chapter and UBC CHCM.

 <p><b>CANADIAN COLLEGE OF HEALTH LEADERS</b>  <b>COLLÈGE CANADIEN DES LEADERS EN SANTÉ</b></p>	<p><b>MAINTENANCE OF CERTIFICATION</b>                      Attendance at this program entitles certified Canadian College of Health Leaders members (CHE / Fellow) to 1 Category I credits toward their maintenance of certification requirement.</p>
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Canadian College of Health Leaders  
 Collège canadien des leaders en santé  
 292, rue Somerset Street West/ouest Ottawa, ON K2P 0J6 Canada

Telephone/Téléphone : 613.235.7218 1.800.363.9056  
 Fax/Télécopieur : 613.235.5451

[www.cchl-ccls.ca](http://www.cchl-ccls.ca) - [info@cchl-ccls.ca](mailto:info@cchl-ccls.ca)