

2018
SOUTH DAKOTA
 Center for Nursing Workforce

Leadership
 program
 Presented by **EmBe**



Rooted in Legacy

Sowing into Tomorrow

mission:

To facilitate the leadership development of nursing professionals by utilizing the experiences and skills of established community leaders; to extend a hand-up to those who will follow.

"The EmBe Women's Leadership Program was very valuable for me. Having recently been promoted to Director of Nursing, I had the desire to not only be a good manager, but to be respected leader. This program helped me gain confidence in my communication skills and my leadership style. I also learned aspects of business management which has allowed me to be an asset for strategic planning within the company. I would recommend any of the nurses working for me to take part in this program. This program can help employees to lead in their current position or use their skills to grow within their career field."

– Kristen Zimmerman,
 Nurse & 2013 Program Graduate

"I am so thankful to have been a part of the first class of EmBe's Women's Leadership Program. This opportunity gave me the self confidence and tools to make positive changes to my career path. About midway through the program I was presented with an opportunity that I might not have gone for if not for the guidance and encouragement of the Women's Leadership Program."

– Tracy Bieber, Sanford Nurse
 and 2012 Program Graduate

"The Board of Nursing, as the lead agency for the South Dakota Center for Nursing Workforce, is pleased to partner with EmBe to provide leadership development for nurses. As the CEOs of our own lives, leadership development is important whether you are at the bedside, in the boardroom or preparing yourself to take advantage of the next opportunity that knocks on your door. This program is specifically tailored for nurses, with opportunities to learn from leaders in the nursing profession and from leaders in other professions. This program offers the opportunity to learn and collaborate with nursing peers while developing as a leader; it is an invaluable experience that I recommend to all nurses."

– Gloria Damgaard, RN, MS
 Executive Director, South Dakota Board of Nursing

PROGRAM COMPONENTS AND TIMELINE

Retreat

Friday, February 2, 8:30 am - 5:00 pm
 Meet the other participants, learn details of the program expectations and explore your Myers-Briggs results. Starting at the retreat and building throughout the sessions, you will be accountable for developing a Personal Development Plan.

Identify Your Leadership Style

Thursday, February 15, 12:00 pm–5:00 pm
 Understand and explore your leadership style, learn how to develop a flexible style of leading. Identify ways to manage conflict, improve your listening skills and understand emotional intelligence.

Leading Authentically

Tuesday, March 6, 4:30 pm–9:00 pm
 Identify ways to lead with authenticity, what prevents us from being authentic and ways to overcome them.

Creating Diversity and Inclusiveness in Leadership

Thursday, March 22, 4:00 pm–9:00 pm
 Using natural leadership characteristics to recognize and build differences in leadership.

Your Community Connection

Thursday, April 5, 4:00 pm–9:00 pm
 Learn how to position yourself in the community, get active in public policy. A power-networking event and social will cap off the evening.

45th Annual Tribute to Women

Thursday, April 19, 5:00 pm–8:30 pm - Washington Pavilion
 Celebrate the achievements of area women, men and organizations at the 45th Annual Tribute to Women.

Women and Wealth

Thursday, May 3, 1:00 pm–5:00 pm
 Better understand key business functions, your relationship with money and how to negotiate successfully.

Putting it all in place

Tuesday, May 15, 1:00 pm - 5:00 pm
 Integrate the best of who you are at home, work and in the community.

Presentation of Personal Development Plan & Mentor Match

Thursday, May 24, 5:00 pm–7:30 pm
 Present your Personal Development Plan to your mentor, followed by dinner.

12-Month Mentorship

May 2018–May 2019

Graduation

May 2019

This program is modeled after the EmBe Women's Leadership Program but is open to **men and women** who are licensed nurses in the state of South Dakota. Designed by leaders in the community, EmBe Women's Leadership Program has helped empower over 150 women to reach their greatest potential. This unique program is the first of its kind in the area, and features:

- Developing leaders to have greater organizational and community impact
- Personal and professional development
- Facilitated learning opportunities and discussions led by experienced community leaders
- Guided creation of a Personal Development Plan
- 12-Month Mentorship to support plan implementation
- Ongoing networking opportunities and community event participation.

Just as EmBe led the effort to recognize the contributions of women in the Sioux Falls area with the annual Tribute to Women event, we continue to empower emerging nursing leaders through this inspiring program. As EmBe continues to celebrate over 95 years of serving women in Sioux Falls, we are excited to offer this program and renew our support of leadership and strengthen our communities.

Nurses in any field can benefit from this intensive course, which combines a strong personal development focus along with valuable professional development experiences. Participants will also gain the opportunity to create important personal and professional relationships with other future leaders, mentors and facilitators for lifetime support.

- Within the first seven years of the EmBe Women's Leadership Program, over 475 applications were received for 185 participant spots, including 35 Center for Nursing Workforce graduates in the Sioux Falls and Rapid City programs.
- 100% of program participants said this program allowed them to expand their nursing leadership potential and improved their lives.

Mentorship:

You will be assigned a mentor, if you don't already have one, to support and guide you through the first 12 months of the implementation of your Personal Success Plan.

Details:

Application Deadline:

Friday, December 8, 2017 at 5:00 pm

Register online at www.embe.org/leadership

There is a \$26.50 non-refundable application fee. Please include check or billing information with application.

Class size: 25 participants

Cost: \$175 plus any applicable tax

The Center for Nursing Workforce has subsidized the cost of the program. The actual cost is over \$900 (actual value exceeds \$2,000.)

The program is open to all nurses, men and women, who are interested in expanding their leadership potential. Accepted participants must hold an active South Dakota nursing license, or multi-state compact license, and be practicing in the role of a nurse in the state of South Dakota. The program fee is payable at the time of acceptance and is non-refundable.

Commitment: Participants are expected to attend the retreat and all sessions which are held in Sioux Falls.

Mentors Needed:

If you have a passion for the development of others, and want to extend a hand to up-and-coming leaders, we invite you to apply to become a mentor in the Leadership Program. This is a once-a-month minimum commitment for a 12-month period running May 2018 to May 2019. You must be able to attend the Presentation of Personal Development Plan & Mentor Match on Thursday, May 24 from 5:00 pm–7:30 pm.

Applications available at www.embe.org/leadership.

For more information, contact Erin Bosch at EmBe, **605-610-0665** or ebosch@embe.org.

EmBe

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