



Why was the Nurse Leadership Program created?

SDAHO created the Nurse Leadership Program to help South Dakota hospitals and long-term care organizations support, retain and recruit nurse leaders. With the growing complexity of healthcare practice environments and pending nurse leader retirements, the development of future nurse leaders is increasingly important.

Many nurse leadership programs have been developed; however, SDAHO's nurse leadership program is South Dakota specific, utilizing South Dakota nurse leaders and other South Dakota healthcare industry experts. Throughout this program, new and current nurse leaders will gain a deep understanding of their job, including regulatory, quality, administrative and leadership functions as well as developing critical communication skills in a fast-paced healthcare field.

About the Nurse Leadership Program:

The Nurse Leadership Program is a customized education program designed to equip hospital and post-acute care nurse leaders with leadership and operational skills they need to be a successful and supportive leader in their organization. The training is designed to give nurse leaders education that can be immediately applied to their current role. The content will be taught by South Dakota nurse leaders and other South Dakota healthcare industry experts regarding current best practice, applying change management principles to real world concerns and developing critical communication skills in a fast-paced healthcare field.

Professionals who attend this program will build skills and confidence in leadership, critical thinking, conflict management, effective team building, and change management. The program will include lecture, discussion, reflection, independent project study, networking, and opportunities to interact with nurse leaders and other resource experts.

Expectations for the Program:

- Make every attempt to attend all in-person events and webinars
- Webcam and active participation will be required during the webinar portion
- If you are unable to attend a webinar or an in-person event, notify SDAHO immediately
- Program is designed for 10 sessions, no substitutions
- Complete course evaluations at the end of each event

Successful Completion of the Program:

- Attend at least 8 of the sessions, 2 of which must be in-person events
- Must attend *all 4 sessions* of Crucial Conversation[®] training to obtain 12 nursing contact hours
- Submission of final independent project study

Frequently Asked Questions:

Question: When does the program start?

Answer: Our first official session will begin on January 26, where we will meet in-person, in Sioux Falls, to discuss what it takes to be a successful leader within your organization. We are planning an extra “pre-Jan 26th session” to review the Nurse Leadership portal and that date currently is TBD.

Question: What if I miss a webinar, will this be recorded?

Answer: Our Crucial Conversation sessions will not be recorded per contract agreement; the other webinar sessions will be recorded. Therefore, we highly encourage everyone to attend in person, as it will give you the opportunity to ask questions and participate directly with those on the call.

Question: Where do I find information for sessions, call-in information, and the location of events?

Answer: We will have a password protected website that will contain all information related to the nurse leadership program. This information will be available in early January 2023.

Question: Will the nurse leadership program cover the cost of travel expenses?

Answer: The nurse leadership program does not include the cost of travel expenses. The nurse leadership program will consist of in-person and webinar trainings. The in-person location tentatively includes Sioux Falls. Participants will be responsible for all travel expenses – lodging, mileage, and food outside of the event

Question: What is needed for the training?

Answer: Each participant will need access to a Webcam during the webinar sessions and be ready to actively engage.

Question: What if I'm unable to attend an in-person session?

Answer: Please notify SDAHO immediately and we will work with each situation on a case-by-case basis.

Question: What if I need to drop the entire course?

Answer: If a participant needs to unenroll from the nurse leadership program, SDAHO should be notified immediately. The participant will not be refunded for the cost of the program and will not receive the certificate of completion.

Question: What if I would like to enroll a nurse leader mid-year?

Answer: The program content is designed to build on one another and it will be important the participant is involved on day one. However, we will have the option for interested participants to be added to the 2024 program waitlist.

Question: How will I apply this to my current job?

Answer: This program is intended to be ‘boots on the ground’ education, with real-world scenarios and relevant topics that you deal with every day. The goal is to provide you with resources, networking opportunities, shared learning, and real-life education to apply immediately within your role.

Question: Will there be homework?

Answer: We understand your world is busy, so we will make every attempt to limit external work. However, to ensure the program is beneficial and valuable for those attending there is an independent project study. You will identify one

major challenge in your current work. Throughout the sessions you will be asked to reflect on what you learned, how each session can be applied to your identified challenge and what action steps can be taken to move your challenge forward.

Question: Are refunds available?

Answer: Refunds will not be honored if the participant began the program and chooses to unenroll.

Question: If I'm unable to complete the course, could I substitute another nurse to replace me?

This course is designed as an entire leadership program and the content builds off each session. We will not be accepting substitutions once the course has begun.