

### Introduction

The Royal College of Nursing (RCN) 'Nurses in Management and Leadership Forum' Steering Committee have developed a **Emerging Leaders** project pursuing the leadership themes of 'Everyone is a leader' and focusing on young and new leaders, aiming to promote the identity and confidence of developing leaders to assume leadership positions and engaging with stakeholders across the nursing student body, newly qualified and experienced nurses, advanced level nurse practitioners, assistant practitioners and nursing Associates from the NHS and other sectors.

The project was triggered by the Health Education England [HEE] (2015) *Understanding and Maximising Leadership in Pre-registration Healthcare Curricula: Research Report*, the Nursing and Midwifery Council (2018) *Future Nurse* new standards of proficiency for registered nurses, with an increased emphasis on leadership and management, the Council of Deans (2018) #150Leaders: *Fostering Student Leadership project* and the international report from Nursing Now (2020) *Investing in the power of Nurse Leadership: What will it take?*

Work was undertaken to explore the evidence base and produced a position paper on the issues, identifying 5 core skills and competencies for emerging nurse leaders and all nurses in:

- Role modelling
- Emotional Intelligence
- Motivational Skills
- Organisational Skills
- Courage and the ability to voice concerns and have difficult conversations

Joint RCN Education and Nurses in Management and Leadership Forums' Master Class (2019) 'Supporting nurses to lead from day one of registration' at the RCN Education Forum Conference and created film resource



### Further information:

- RCN Forum website:** <https://www.rcn.org.uk/get-involved/forums/nurses-in-management-and-leadership-forum>
- Forum Facebook page:** <https://www.facebook.com/groups/RCNmanagementandleadership/>
- Forum Twitter:** <https://twitter.com/rcnmandforum>

RCN Congress Fringe Events : 'Building Personal Resilience' (2017) and with the Executive Nurse Network (ENN) on 'Energy, Leadership and You!' (2018) and 'Everyone's a leader!' (2019) and Forum and students speaking at Congress:



- HEE/RCN Careers Resource (launched at Congress 2019), Steering Committee developed persona, personal characteristics and professional skills for 'Nurse to Ward Manager' and 'Care Home Nurse to Leadership role'



- Critical Conversations Workshop at RCN HQ run by the Forum (2019)
- Forum NHS Workforce Race Equality Standard (WRES) Facebook survey (2019)
- Focus groups with nursing students and engagement with the RCN Oxford, London and South West branches.
- Evidence-based paper and development of a resource of annotated key documents for the Forum website
- Linked conversations on the Forum Facebook and Twitter pages

### Future plans

- RCN Congress Fringe 2020 events submitted
- Forum website resource development to support information sharing of key leadership programmes and reports
- Linking activities with Nursing Now – The Year of the Nurse and Midwife 2020 and RCN Staffing Campaign
- Link project with Forum NHS Workforce Race Equality Standard (WRES) Facebook survey
- Webinar with student nurse community and those who expressed interest from Congress events
- Facebook and Twitter engagement of key issues
- Consideration and confirmation of next phase at Forum Strategy Day with new Steering Group members

### References

Council of Deans and Burdett Trust for Nursing (2018) #150 Leaders evaluation: *Fostering Student leadership*. [https://councilofdeans.org.uk/wp-content/uploads/2018/12/COD.Student.leadership.programme\\_2-002-1.pdf](https://councilofdeans.org.uk/wp-content/uploads/2018/12/COD.Student.leadership.programme_2-002-1.pdf) accessed 2.7.20

Health Education England [HEE] (2015) *Understanding and Maximising Leadership in Pre-registration Healthcare Curricula: Research Report*. London: HEE. Available from: [https://www.hee.nhs.uk/sites/default/files/documents/Report%20-%20Maximising%20Leadership%20in%20Pre-Reg%20Curricula%20Research%202015\\_0.pdf](https://www.hee.nhs.uk/sites/default/files/documents/Report%20-%20Maximising%20Leadership%20in%20Pre-Reg%20Curricula%20Research%202015_0.pdf) accessed 2.7.20

Health Education England/Royal College of Nursing *Careers Resource Project* 'Nurse to Ward Manager' and 'Care Home Nurse to Leadership role' (2019) <https://www.rcn.org.uk/professional-development/nursing-careers-resource/registered-nurses#leadership> accessed 2.7.20

Nursing and Midwifery Council [NMC] (2018). *Future Nurse: Standards of proficiency for registered nurses*. London: NMC. Available from: <https://www.nmc.org.uk/standards/standards-for-nurses/standards-of-proficiency-for-registered-nurses/> accessed 2.7.20

Nursing Now. 2020. *Investing in the power of Nurse Leadership: What will it take?* <https://www.intrahealth.org/resources/investing-power-nurse-leadership-what-will-it-take> accessed 2.7.20

RCN Education Forum Conference (2019) Masterclass film 'Supporting nurses to lead from day one of registration': [https://www.rcnevents.tv/play/Video%20On%20Demand%3ERCN%20Education%20Forum%20National%20Conference%202019/supporting-nurses-to-lead-from-day-one-of-registration-part-2/0\\_7sdjgbbj](https://www.rcnevents.tv/play/Video%20On%20Demand%3ERCN%20Education%20Forum%20National%20Conference%202019/supporting-nurses-to-lead-from-day-one-of-registration-part-2/0_7sdjgbbj) accessed 2.7.20