

Name of Forum: Nurses in Management and Leadership

## NMLF Strategic Annual Plan 2021

### Four Pillars of RCN Group Strategic Priorities:

- Provision of education and learning
- Setting clinical standards and supporting practice
- Active personal and workplace support
- Influencing and shaping policy

### NMLF overall objectives in support of the strategic priorities are to:

- Formulate thinking and responses to current health care challenges.
- Interpret information to influence practice and care delivery.
- Be a conduit for management and leadership information to our members.
- Influence and challenge professional thinking and responses relating to management and leadership policy and development.
- Recognise and advance the capabilities and potential of our members to deliver excellent leadership and management.
- Connect forum members and encourage engagement across all networks.

### The Forum has two key areas of focus to inform its work:

- Contributing to cultural intelligence and inclusive leadership through equality, inclusion, and diversity
- To support the development of the emergent and the maturing of peoples of leadership regardless of role and throughout their career pathway

| Objectives                                                                                           | RCN strategic Priority/Alignment                                                        | Key Actions                                                                                         | Leads                                     | Target Date                        | Outcome |
|------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|-------------------------------------------|------------------------------------|---------|
| Support members in recognising and developing capabilities to demonstrate their leadership qualities | <ul style="list-style-type: none"> <li>• Provision of education and learning</li> </ul> | <p>Equality, diversity, and inclusion podcasts.</p> <p>Integrated Education Events for Congress</p> | <p>AS, CD</p> <p>SB, AS, CD, LB, KMcC</p> | <p>Close of 2021</p> <p>190921</p> |         |

|                                                                                                                                                        |                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                  |                                                                                       |  |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|--|
| <p>regardless of their position.</p> <p>Connect forum members and encourage collective engagement to share information and unlock their potential.</p> |                                                                                                      | <p>Autumn / Winter workshop / conference I am nurse leader because ....</p> <p>Publish Bulletin Articles</p> <p>Shape the professional agenda through Congress Discussions and Debates</p> <p>Respond to requests for learning and development contributions</p> <p>Engage and communicate through social media</p>                                                             | <p>KMcC /SB</p> <p>SB/ PJ/CD/LW</p> <p>PJ coordinator<br/>All to contribute</p> <p>TBC All</p> <p>LB and All</p> | <p>Close of 2021</p> <p>August 2021</p> <p>190921</p> <p>Ongoing</p> <p>Ongoing</p>   |  |
| <p>Provide forum expertise to RCN working group and projects</p>                                                                                       | <ul style="list-style-type: none"> <li>Setting clinical standards and supporting practice</li> </ul> | <p>Participate in Forum Review</p> <p>Forum Representative Education Event Planning<br/>Responding to consultations as relevant</p> <p>Representative on the Education Strategy Leadership Expert Group</p> <p>Member Lead Professional Framework</p> <p>Contribute to Diversity and Inclusion Policy</p> <p>Contribute to All Forum Clinical Supervision Literature Review</p> | <p>All</p> <p>PJ</p> <p>LW</p> <p>SB</p> <p>CD</p> <p>All</p>                                                    | <p>310821</p> <p>190921</p> <p>Ongoing</p> <p>310822</p> <p>Ongoing</p> <p>310821</p> |  |

|                                                                                                                                       |                                                                                         |                                                                        |                                     |                              |  |
|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|------------------------------------------------------------------------|-------------------------------------|------------------------------|--|
|                                                                                                                                       | <ul style="list-style-type: none"> <li>Active personal and workplace support</li> </ul> | Active personal and workplace support- Lead to Health and Safety Group | KMcC                                | Ongoing                      |  |
| Engaging with the forum membership to inform the 2022 forum work plan and responses to RCN policy and position on professional agenda | <ul style="list-style-type: none"> <li>Influencing and shaping policy</li> </ul>        | Run 4 targeted webinars and follow-on communications                   | Leads TBC<br><br>TBC as appropriate | Close of 2021<br><br>Ongoing |  |