

Leading the nursing profession

A roadmap for every nurse leader's career journey

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ONGOING challenges related to the pandemic have stretched nurse leaders and their teams in unexpected ways. How do you respond and adjust? Continued professional growth and development can support you in achieving and maintaining your competence.

Although we may think of a nurse leader as someone in management, the *Nursing: Scope and Standards of Practice, 4th Edition* emphasizes that every nurse is a leader. The American Nurses Association's (ANA's) Leadership Competency Model Framework (bit.ly/3bk6apu) divides competencies into three categories—leading self, leading others, and leading the organization—providing a roadmap for any leadership journey.

ANA's dedicated professional development resources for nurse leaders at all levels include educational offerings and consultation services. "The New Nurse Manager Basics" workshop provides essential information to further develop business and leadership skills for novice nurse leaders. "Take Your Leadership to the Next Level: ANA's Workshop for Experienced Nurse Leaders" includes essential information on planning strategically for the future and executing organizational excellence and business management initiatives. Nurse Executive and Nurse Executive-Advanced certification examination preparation courses allow you to build confidence in preparing for the exam. Visit the ANA Continuing Education Product Catalog (bit.ly/37s78yD) to learn more about available continuing nurse education opportunities for nurse leaders.

ANA's Nursing Excellence Consultation Services provide an opportunity to customize your professional leadership or organization's growth journey. Expert consultants offer guidance and professional services in leadership development, strategic planning, nurse transition-to-practice programs, organizational excellence, nurse leader mentorship, nurse well-

ness programs, and other professional services. Visit pages.nursingworld.org/anaconsultation to learn more about available consultation services or to sign up for a free organizational assessment.

ANA membership provides resources—such as the webinar series for nurse leaders (free), toolkit for early career nurses, ANA community career-stage online discussion groups, and becoming a mentee in the mentorship program—to help leaders develop employees. Additionally, members receive discounts on ANCC Certification and have opportunities to network and collaborate at the national and state level and to participate in members-only online discussion groups. Membership also allows access to Navigate Nursing webinars, as well as the peer-reviewed *American Nurse Journal* and *OJIN: The Online Journal of Issues in Nursing*.

ANA is the leading voice representing RNs on key issues that affect the profession and patient care. ANA's leadership role in informing the government and public on key issues that impact nursing is more important than ever. ANA membership allows you to amplify your voice and influence national nursing priorities.

The American Nurses Foundation, a founding member of the Nurses on Boards coalition, aims to increase nursing's voice by developing leaders to serve on boards of directors. This endeavor helps nurses hone their leadership skills and give back to the healthcare community. Learn about nurse leaders who have served on boards to encourage your own board participation (bit.ly/3auOpEv). The Foundation offers a webinar series (bit.ly/3s6p2yZ) on building a board-ready resume, bringing nurse expertise to the board room, and understanding organizational finances.

To learn more, visit nursingworld.org. **AN**

The authors work in the education and resources division of the ANA Enterprise.

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