

20  
24

NPD

PROFESSIONAL DEVELOPMENT

# Education Products and Programs



# INTRODUCTION

---

The Association for Nursing Professional Development (ANPD) is on a mission to advance the specialty practice of nursing professional development (NPD). As the leading resource for NPD practitioners and professional development (PD) associates, we're focused on providing education that supports the unique needs of all education team members, from novice to expert.

This brochure is your guide to the many products, programs, and resources ANPD offers to support your career. Whether you're preparing for certification or looking for best practices from experts, you'll find essential tools and innovative resources at ANPD.

## **NURSING CONTINUING PROFESSIONAL DEVELOPMENT (NCPD) CONTACT HOURS**

Many ANPD online courses, webinars, and events provide NCPD contact hours to support your journey toward licensure renewal and specialty certification. Throughout this brochure, look for the designation of offerings that are eligible for NCPD contact hours.

The Association for Nursing Professional Development is accredited with distinction as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.



# Table of Contents

**04**

NPD Practice Model

**06**

Nursing Professional Development  
Essentials

**12**

NPD Certification Preparation

**18**

Recorded Webinars

**24**

Courses

**28**

Academies

**32**

Books and Resources

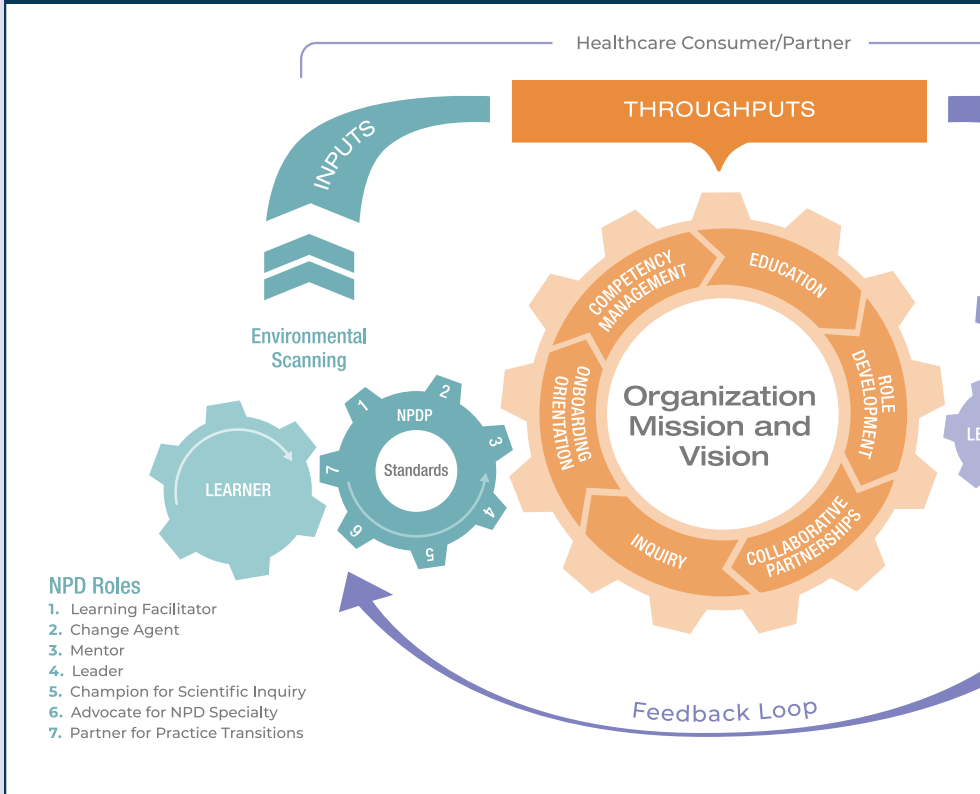
**38**

Gifts and Merchandise

# NPD Practice Model

## Nursing Professional Development

### PRACTICE MODEL



## You Belong

No matter your role in the practice of nursing professional development, you belong in the ANPD community. Learn more about ANPD membership by scanning the QR code.

## ent (NPD)



This systems model demonstrates the fluid nature of the NPD practitioner's scope of practice, which has been approved by the American Nurses Association (ANA).

The inputs consist of the learner and the NPD practitioner. NPD practitioners engage in environmental scanning to identify practice gaps. Their practice is built around the NPD standards of practice, which have been acknowledged by ANA. NPD practitioners operate in the seven roles represented by the numbered cogs and listed in the lower left corner. Their practice occurs in the interprofessional practice and learning environment as noted in the lower right corner.

When a practice gap is identified, the NPD practitioner engages with learners and enters the throughputs represented by the large central gear. The "Big 6" throughputs represent the NPD practitioner's responsibilities. These responsibilities align with their organization's mission and vision, which is central to NPD practice.

The outputs of NPD practice consist of learning, change, and role competence and growth. These outputs ultimately lead to optimal care for patients, who are represented at the top of the model, signifying their importance to every facet of NPD practice. This optimal care contributes to population health. Outcomes in turn serve as feedback to guide future NPD initiatives.

The motion in the model represents the fluid nature of NPD practice in today's complex healthcare environment.



# **Nursing Professional Development Essentials**

As you transition into your role as a nursing professional development practitioner, we know that learning the ins and outs of your responsibilities can be overwhelming. Even experienced NPD practitioners can find value in returning to the basics.

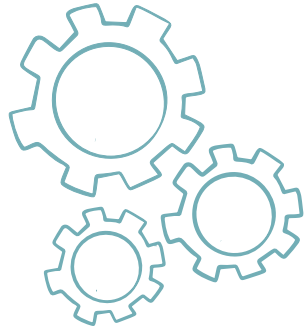
## Transition to NPD Practice

**CONTACT HOURS: 7.72**

This 13-module program provides the novice NPD practitioner with an overview of the roles and responsibilities of the Nursing Professional Development Scope and Standards required for NPD practice.

### MODULES

1. Introduction to NPD Practice
2. Leader Role
3. Learning Facilitator Role
4. Education
5. Orientation & Onboarding
6. Competency Management
7. Role Development
8. Research and Inquiry/EBP/QI
9. Collaborative Partnerships
10. Partner for Practice Transitions
11. Change Agent
12. Mentor
13. Advocate for the NPD Specialty



**Members: \$225**

Non-Members: \$350

### Transition Your Team

#### Bulk pricing

- 1-3 users: \$225 each
- 4-25 users: \$215 each
- 26-60 users: \$205 each
- 61-100 users: \$195 each
- 100+ users: \$185 each

Contact [info@anpd.org](mailto:info@anpd.org) for bulk purchase orders.



# Professional Development Associate: Role, Competencies, and Standards

**CONTACT HOURS: 4.18**

This 8-module program aligns the competencies and standards required for the role and responsibilities of the Professional Development (PD) Associate who functions to support a continuing education/professional development department.

## MODULES

1. Introduction to the Role and Competencies
2. Communication
3. Assisting with Activity Development
4. Assisting with Planning and Coordinating and Activity
5. Content Integrity
6. Adapting to Various Practice Environments and Adhering to Accreditation and Regulatory Requirements
7. The Role in Managing and Administering an Education Department
8. Value and Success of the Role

**Members: \$175**

Non-Members: \$225

# Getting Started in Nursing Professional Development: Focus on the Learning Facilitator Role, 5th Edition

The title says it all! This is a must-have resource for new NPD practitioners. The ADDIE Model is used to help novice NPD practitioners analyze practice gaps and design, develop, implement, and evaluate learning activities with a focus on the learning facilitator role.

**Members: \$40**

Non-Members: \$50

## 2023 ANPD Recorded Webinar

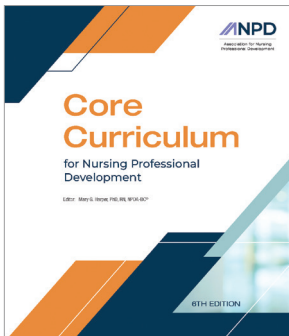
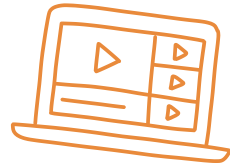
### I'm a New Educator, Now What?

**CONTACT HOURS: 1.0**

This session provides practical tips and solutions for those newly navigating nursing professional development in the nurse educator role. From determining an educational need to defining a learning outcome and more, participants new to the NPD role will be provided with a plethora of useful information.

**Members: FREE**

**Non-Members: \$85**

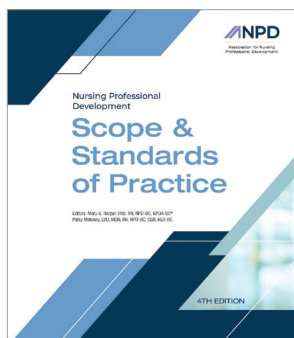


## Core Curriculum for Nursing Professional Development, 6th Edition

This comprehensive text provides a foundation in the knowledge of nursing professional development, assists in preparation for NPD certification, and updates NPD practitioners on new and emerging areas of emphasis for our practice.

**Members: \$199**

**Non-Members: \$300**



## Nursing Professional Development: Scope & Standards of Practice, 4th Edition

This foundational text describes the who, what, where, how, and why of NPD practice. Grab your new copy—the latest edition was published in 2022!

**Members: \$40**

**Non-Members: \$55**



# **NPD Certification Preparation**

The ANCC nursing professional development board certification exam is a competency-based exam that assesses entry-level clinical knowledge and skills of registered nurses in the nursing professional development specialty. ANPD has resources to help you earn your Board Certified (NPD-BC) credential.

Obtaining certification in NPD validates your knowledge and skillset in the specialty.

## Nursing Professional Development Certification Online Preparation Course

**CONTACT HOURS: 20.24**

This 29-module, learner-paced, online course is designed to prepare NPD practitioners for the basic NPD certification examination administered by the American Nurses Credentialing Center (ANCC). The content is also applicable (although not exhaustive) for individuals preparing for the Certified Healthcare Continuing Professional Development Professionals (CHCP) certification or Continuing Professional Development (CPD) Associate Certificate administered by the Alliance for Continuing Education in Health Professions.

### MODULES

1. Introduction to the Certification and Test-Taking Strategies
  2. Intro to NPD Practice
  3. Learning Theories
  4. Introduction to Planning Quality Continuing Professional Development
  5. Identifying Need for Educational Activity
  6. Outcomes and Objectives
  7. Educational Activity Content
  8. Learner Engagement
  9. Commercial Support
  10. Conflict of Interest
  11. Evaluation
  12. Interprofessional Continuing Education
  13. Test Construction
  14. Role Development
  15. Leadership
  16. Change Agent
  17. Competency Management
  18. Resource Management
  19. Healthy Work Environment/ Teambuilding
  20. Decision Making
  21. Delegation
  22. Communication
  23. Ethical/Legal Considerations of NPD Practice
  24. Copyright
  25. Evidence-Based Practice & Research
  26. Process Improvement
  27. Technology
  28. Program and Project Management Part I: Phases
  29. Program and Project Management Part II: Tools
- Members: \$350**  
Non-Members: \$525

# Host a Live Certification Preparation Course

CONTACT HOURS: 16



## JOINT-PROVIDE AN ANPD CERTIFICATION PREPARATION COURSE

This in-person, two-day course is hosted at your site by ANPD experts. The course offers 16 contact hours with a curriculum covering the major domains of practice found in the board certification exam: Educational Process Standards; Leadership; Ethical, Legal, and Regulatory Standards; Evidence-Based Practice and Research; Technology; and Program/Project Management and Process Improvement. Optional access to a pre/post-assessment is available. The course is a great introduction to nursing professional development and is taught by experts in the specialty.

Scan above to learn how to host a course at your facility.

ANPD Affiliates: \$6,500

Non-Affiliates: \$7,000



## NPD Certification Preparation Flashcards

These virtual flashcards make studying easy while you are on the go!

Members: \$99

Non-Members: \$149



## NPD Certification Preparation Practice Exams

Get an idea of the types of questions that you may see on the ANCC NPD certification exam.

Members: \$60/exam | \$135 for all 3

Non-Members: \$85/exam | \$185 for all 3

## NPD Certification Preparation Study Guide

**CONTACT HOURS: 14.65**

This study guide is designed to help you prepare to take the NPD certification examination and aligns with ANCC's 2021 test blueprint. Earn contact hours while engaging in learning activities, including a 60-question practice exam.

Members: \$159

Non-Members: \$209



Ready for the next step?

## Advanced Certification

Advanced certification in nursing professional development is a recognition program that acknowledges the professional achievement of an NPD specialist who fulfills all NPD roles and responsibilities while demonstrating adherence to standards of professional practice and performance for the NPD specialist as delineated in the current edition of *Nursing Professional Development: Scope and Standards of Practice*. Upon successful completion, the NPDA-BC® credential will be awarded.

Fee: \$375, granted through Competency & Credentialing Institute



Nursing Professional Development Advanced - Board Certified





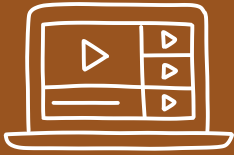
## Preparing for Advanced Certification in Nursing Professional Development

**CONTACT HOURS: 1.5**

This webinar recording examines portfolio requirements and application processes to set the advanced NPD practitioner up for success to obtain this credential.

**Members: \$44**

**Non-members: \$54**



# Recorded Webinars

Earn contact hours and advance  
your career on your own time  
with on-demand access to ANPD  
recorded webinars.

ANPD recorded webinars have  
1.0 contact hour per webinar.

## RECORDED WEBINARS



### **Addressing the Great Resignation Through Nursing Professional Development**

**CONTACT HOURS: 1**

This session, recorded from a synchronous 2023 webinar, will delve into the factors that ushered the great resignation among nurses and how these factors are being addressed by healthcare leaders and organizations. It will also tackle how investing in nursing professional development strategies may help mitigate this crisis. In addition, nurses will be assisted in developing their own professional development action plan.

### **RETURN ON INVESTMENT: Changing the Game**

**CONTACT HOURS: 1**

Return on Investment (ROI) is a buzz phrase often heard, but it's not just about dollars and cents. This session, recorded from a synchronous 2023 webinar, explains ROI strategies to show the value and impact of nursing professional development initiatives an organization at both local and system levels, with planned demonstrations of an ROI calculator and a Performance Metrics Overview dashboard to enhance learning.



## RIDING THE WAVES OF CHANGE: An NPD Department Redesign

CONTACT HOURS: 1

To stay afloat in health care today, NPD departments must adapt to brewing storms while navigating waves of change. Utilizing departmental guiding principles and adhering to principles of change management are essential for smooth sailing. This session, recorded from a synchronous 2023 webinar, will discuss redesigning an NPD department using these principles, providing a step-by-step guide to NPD department redesign for successful navigation and shipshape sustainability.



### STOP THE MADNESS:

## Implementing a Tool to Manage Requests for Education

CONTACT HOURS: 1

Nursing Professional Development (NPD) practitioners filed countless requests for education, challenging efforts to conduct a thorough performance gap analysis. If the need is not truly education, the gap will remain unclosed. This session, recorded from a synchronous 2023 webinar, reviews an innovative decision-making tool using systems-thinking and environmental scanning approaches to manage requests for education, providing NPD practitioners with an effective strategy addressing this common issue.

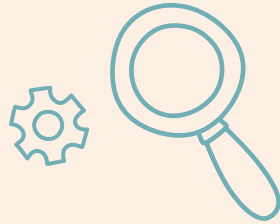
### MISSION POSSIBLE:

## Role Development Through Gamification

CONTACT HOURS: 1

Unleash your inner NPD Undercover Agent! This session, recorded from a synchronous 2023 webinar, will decode secrets to crafting epic education using gamification and leveraging technology in novel ways for both NPD professional development and the development of the clinicians you support. Your mission, should you choose to accept it: Transform learners into agents of knowledge.

*Access now before this message self-destructs!*



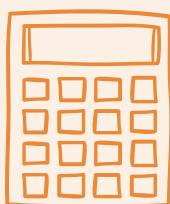
## Improving Healthcare Outcomes

CONTACT HOURS: 1

The Covid-19 pandemic highlighted that the United States fares negatively compared to other countries in healthcare quality, spending, and access. This presentation addresses how biases and health system policies and programs can impact healthcare outcomes. Actionable steps to mitigate the impact of bias on quality care outcomes will be shared.

Members: \$15

Non-Members: \$25



## Measuring NPD Value: Beyond the ROI Calculations

**CONTACT HOURS: 1**

We've practiced how to calculate ROI, but NPD practitioners still struggle with transforming their economic impact to clear demonstration of NPD value.

This session will discuss: WHO are your stakeholders, HOW do you communicate with them, WHAT is organizational savvy, and WHEN to advocate for NPD practitioner development. By increasing the NPD sphere of influence, the value of NPD becomes more transparent.

**Members: \$15**

Non-Members: \$25

## The ANPD Preceptor Competency Consensus Study

**CONTACT HOURS: 1.25**

Although preceptors are critical to the transition of nursing students and nurses into professional practice, new settings, and new specialties, consensus on the required preceptor competencies was lacking. The national, multi-year, multi-phased ANPD Preceptor Competency Consensus Study addressed this gap. Join us to discover the competencies that should be included in your preceptor development initiatives as well as to learn about the competency consensus process.

**Members: \$15**

Non-Members: \$25

### More to Explore

Check our webinar listing for an up-to-date calendar of upcoming synchronous webinar events and newly added recordings to our webinar library.

*Live and recorded webinars are free  
with membership!*





# Courses



Enhance your leadership effectiveness, boost your self care and earn NCPD contact hours with ANPD courses.

## Frontline Nurse Leader 2.0: The Role of the Charge Nurse

**CONTACT HOURS: 6.4**

The purpose of this program is to provide the bedside registered nurse with leadership knowledge required to function effectively in a frontline nurse leader (charge nurse) position.

### MODULES

#### 1. Leadership in Practice

Role of the Frontline Nurse  
Leader

Leadership Styles and  
Experiential Diversity

Creating an Inclusive  
Environment

Healthy Workplace Environment  
Self-Care

#### 2. Must-Have Knowledge

Quality

Patient Safety

Financial Considerations

Patient Experience/ Service  
Recovery

Ethical Considerations

#### 3. Team Dynamics

Communication

Interprofessional Collaboration

Giving Effective Feedback

Conflict Management

Recognizing Burnout

#### 4. Critical Thinking

Staffing

Delegation

Prioritization & Time  
Management

### Registration Fees:

- 1-3 licenses: \$385
- 4-25 licenses: \$360
- 26-50 licenses: \$335
- 50+ licenses: \$310

# A Much-Needed Boost: Self-Care Bundle

**CONTACT HOURS: 3.0**

*(1.0 for each session)*

A Much-Needed Boost: Self-Care Bundle includes the following sessions:

## 1. **EspressMe: 3 Shots Self-Care, Hold the Stress**

Among the most important strategies to maintain and build hope, resilience, and optimism is knowing your purpose, aligning energy investments with your purpose, and demonstrating compassion for self and others. We evolve to be our best selves when we strive for self-awareness, self-regulation, motivation, empathy, and ability to support others in their development. This session inspires and supports self-care, renewal of purpose, and commitment to flourishing in one's professional role.

## 2. **A Latte Moral Distress Awakening Your Inner Ethicist**

This session will offer tools to reflect on your own moral distress and learn to assess it in others. Your inner ethicist will be awakened as you explore and discover strategies to address moral distress and foster moral agency in the work environment.

## 3. **Effective Digital Communication: Don't Roast Your Receiver**

Have you ever felt dread over an email or text communication, anxiously anticipating the next response? In this all-consuming digital world, the amount of time spent ruminating over misinterpreted messages impacts productivity, well-being, and physical health. This session creatively examines how being intentional in your digital communication can establish trust and promote harmony in the workplace.

**Members: \$25**

**Non-Members: \$35**





# Academies

12-month mentored programs expertly designed with live workshops, seminars and modules to equip the NPD practitioner with leadership and evidence-based practice skills to become an even more valuable asset to their organization.



## Nursing Professional Development Leadership Academy

The NPD Leadership Academy is a 12-month mentored program based on the content of *Leadership in Nursing Professional Development: An Organization and System Focus, (2nd ed.)* (Harper, 2022). The Academy consists of a live face-to-face pre-convention workshop followed by synchronous seminars throughout the year for each section of the text. Participants complete relevant, asynchronous assignments between seminars. In addition, a practice-based leadership project is completed over the course of the year. Participants share their initiative outcomes at the ANPD Aspire Convention.

The purpose of the NPD Leadership Academy is to facilitate succession planning by preparing NPD practitioners to assume leadership roles in NPD in a variety of settings. Scan the QR code to learn more about the NPD Leadership Academy and see when application are open.

*Applications open in the fall of each year.*



## Evidence-Based Practice (EBP) Academy

The Evidence-Based Practice (EBP) Academy is a 12-month mentored program designed to guide the NPD practitioner through conducting an EBP change initiative at their organization or in their practice setting. Curriculum components include creating a PICOT question, gathering and critically appraising the literature, conducting an EBP initiative, implanting an intervention, evaluating the impact, dissemination, and sustainment. The Academy consists of synchronous seminars and asynchronous modules for participants. In addition, participants are matched with a mentor who will be their guide and support them throughout the duration of the academy. Participants submit their work for inclusion in the poster presentation and are given the opportunity to be selected to present a podium presentation at the ANPD Aspire Convention.

The purpose of the NPD EBP Academy is to enhance the EBP competencies of NPD practitioners to enable them to fulfill their role as champions of scientific inquiry. In addition, completion of the EBP Academy will result in building the skills to mentor other healthcare professionals in the implementation of EBP practices. Scan the QR code to learn more about the NPD EBP Academy and see when application are open.

*Applications open in the fall of each year.*



# **Books and Resources**



As you assume leadership  
of an NPD department,  
these resources will help  
you hone your leadership  
skills and blaze a trail  
for your department to  
succeed.



# NPD Quick Guide Series

These short texts were written by NPD content experts and are dedicated to specific educational design process topics. These are your go-to resource for flawlessly executing educational activities. Each guide can be purchased individually or add the whole series to your bookshelf!

- Gap Analysis and Learning Needs Assessment\*
- Objectives and Outcomes, 2nd Edition
- Educational Content Development, 2nd Edition
- Logistical Planning, 2nd Edition
- Teaching Strategies, 2nd Edition
- Brain-Based Learning
- Virtual Education: Best Practices and Tools
- Implementation of Educational Activities
- Evaluation of Educational Activities, 2nd Edition



***\*Available as a digital copy at a discounted price***

**Members: Individual books \$20 | Full series \$120**

**Non-Members: Individual books \$25 | Full series \$160**

## Celebrate NPD Week!

Nursing Professional Development (NPD) Week is our opportunity to recognize the exceptional work you and your team do. Use this time to celebrate your achievements, thank your staff, host educational activities, and teach others about nursing professional development.

NPD Week 2024: **September 15-21**



# BOOKS AND RESOURCES

## Free Resources

These educational tools will not only allow for growth in your leadership as an NPD practitioner, but also come at no cost to you! Scan the QR codes below to download the resources that fit your needs.

### CLINICAL EDUCATION MATRIX

Regulatory and accrediting bodies required education.



### KNOWN COSTS TABLE

Various conditions that may be impacted by educational interventions and the cost of these conditions. NPD practitioners demonstrate the value of their activities.

### ENVIRONMENTAL SCANNING TOOLKIT

Helps forecast future trends that impact NPD practice.



### NPD FORECAST PODCAST

*NPD Expertise in Your Pocket*

Join Stephanie Zidek, PhD, MSN, RN, AGCNS-BC, NEA-BC, NPD-BC, and Naomi Fox, DNP, RN, NPD-BC, CCRN, your personal environmental scanning forecasters, for new episodes of the NPD Forecast podcast. This series analyzes information gathered through environmental scanning and discusses NPD implications that you can apply to your daily practice.



*Subscribe now on Apple, Spotify, or wherever you get your podcasts.*

ANPD provides these free resources to members to make your job easier. These resources can be bookmarked to support you in your practice setting.

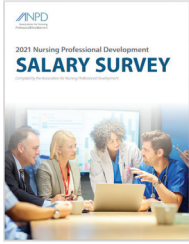
Visit [anpd.org/Resources](https://anpd.org/Resources).



# ANPD Research

## MULTISITE LEADER COMPETENCIES

Identifies the necessary competencies for the multisite NPD leader.



## NPD SALARY SURVEY

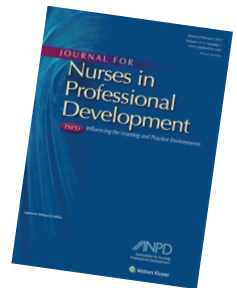
Benchmarks compensation data for individuals in various roles in nursing professional development.

Visit [anpd.org/Research-Inquiry](https://anpd.org/Research-Inquiry) or scan the QR code for more!



## The Journal for Nurses in Professional Development (JNPD)

JNPD is the official publication of ANPD and has been the specialized source of information for NPD practitioners in all healthcare settings since 1985. Regular ANPD members receive a subscription to JNPD as a member benefit.



# GIFTS AND MERCHANDISE



## LUNCH BAG

Members: \$10  
Non-Members: \$10



## UMBRELLA

Members: \$20  
Non-Members: \$20



## GOLD LAPEL PIN

Members: \$5  
Non-Members: \$5



## T-SHIRT

Available in Blue, Purple or  
Gray – Sizes S – 3XL

Members: \$20  
Non-Members: \$20



## CONVENTION PINS

2020, 2021, 2023 and 2024  
Pins available

Members: \$5  
Non-Members: \$5



## NPD In Motion

NPD in Motion is the official digital publication of ANPD, serving to support the NPD community in their continuing professional development journey. Subscribe to the newsletter to have new articles delivered to your inbox twice a month. All NPD professionals are encouraged to submit content for consideration.

*Scan and subscribe today!*



**ANPD**

# **ASPIRE**

CONVENTION

Las Vegas, NV | April 29-May 2

20  
25

Save the Date



Association for Nursing  
Professional Development

330 N Wabash Ave, Suite 2000  
Chicago, IL 60611

312.321.5135 • [anpd.org](http://anpd.org)