



# ANPD NPD Leadership Academy Candidate Application

## Purpose

The purpose of the ANPD Nursing Professional Development (NPD) Leadership Academy is to prepare NPD practitioners to assume leadership of an NPD department in a variety of settings.

## Overview

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 pre-convention workshop at the 2023 ANPD Aspire Convention, followed by live webinars throughout the year for each section of the text. Participants also complete relevant, asynchronous assignments between webinars. In addition, one mentored work-based leadership best practice initiative is completed over the course of the year. Participants are required to submit an electronic poster and to share their initiative outcomes at the 2024 ANPD Aspire Convention.

The ANPD Leadership Academy will launch its 2023 cohort at the 2023 ANPD Aspire Convention, in Atlanta, GA, with a pre-convention workshop on March 14, 2023. Contact hours will be awarded for all applicable program components and outcome-based independent study.

## Qualifications

- NPD practitioners
  - New to leadership role or aspiring to leadership role
- NPD certification required as a measure of competence and demonstration of advocacy for the specialty
- Current ANPD member

## Application Process

- Complete online application
- Submit CV/resume (through online application)
- Submit personal letter of interest through online application (max. 1500 words), addressing **all** the following points. Consider Standard 12: Leadership from the 2022 *Nursing Professional Development: Scope and Standards of Practice* in your responses.
  1. State how/why this program will help you reach your personal goals (include career/NPD goals).
  2. Describe how you act as a leader for change in your organization. Describe how you promote NPD within your organization.
  3. How can you further NPD in your organization and nationally?
  4. Why do you want to expand your leadership skillset?



5. What goal of the ANPD Strategic Plan can you help promote and how? (ANPD Strategic Plan available [ANPD Strategic Plan 2021-2023](#))
  6. A program requirement is to implement an initiative within your organization. Please provide a general description of a potential work-based leadership initiative that you might implement and how it integrates with your organization's strategic plan.
- Provide a letter of support from a leader from your employer that addresses **all** of the following (through online application):
    1. Candidate's level of engagement within the organization
    2. Qualities that make candidate a strong candidate for the NPD Leadership Academy
    3. Statement of organizational support for the candidate (commitment of leadership to allow candidate to participate)
    4. Support for convention attendance (travel, hotel, food)
    5. Support for completion of initiative (oversight/mentoring/necessary resources including time)
    6. Support for initiative dissemination if needed
    7. Willingness to assess candidate pre & post participation in the NPD Leadership Academy

## Responsibilities of Participants

- Complete Strengthscope™ Assessment
- Attend 2023 convention, March 14 pre-convention Leadership Academy kickoff. Convention March 15 - 17, 2023
- Participate in live webinars
- Attend scheduled initiative check-in meetings
- Complete pre- and post-webinar assignments
- Actively engage with mentor
- Adhere to established timelines
- Complete initiative
- Disseminate findings from initiative (submit for a poster presentation or panel discussion at ANPD's 2024 *Aspire Convention*)
- Advocate for the ANPD Leadership Academy program
- Apply to serve as mentor for future cohorts following completion of the ANPD Leadership Academy

## Recognition/Reward

- Opportunity to participate in convention concurrent session panel discussion
- Recognition at annual convention with certificate of completion
- Pin
- Digital badge
- Best Practice Initiative poster eligible to be presented at the 2024 Convention



## **ANPD Leadership Academy Format**

### **Pre-convention Workshop**

An in-person workshop provides an introduction to the academy, networking opportunities for participants and introductions to mentors, if possible.

Section 1: Introduction to NPD Leadership  
Duration: 4 hours (March 14, 2023)  
Content: Strengthscope™  
ANPD Leadership Academy Orientation

### **Webinars**

Each live webinar requires pre-webinar preparation and post-webinar activities. Webinars are conducted on each section of the leadership text.

Section 2: Leadership in NPD Practice  
Duration: 2 months (May - June)

Section 3: NPD Department Operations  
Duration: 4 months (July - October)

Section 4: Trends in NPD Leadership  
Duration: 4 months (November - February)

Role-play webinar: Practice-setting for demonstration of putting it all together (TBD)

### **Best Practice Initiative (due by March 2024)**

An evidence-based best practice initiative will be designed, implemented, and evaluated by each participant alongside the program timeline, program course contents, nurse planner/program facilitator and mentor recommendations, and organizational sponsorship.

Criteria

- Work-focused (of value to participant's organization)
- Oversight by organizational mentor/sponsor
- Additional criteria:
  - Aligns with candidate's organization's strategic plan
  - Integrates evidence-based practice
  - Includes interprofessional collaboration/continuing education as appropriate
  - Outcome-based (Return on Investment (ROI), measurable patient/learner, and organizational outcomes)
  - Submission of deliverables throughout the program: Examples are Best Practice Initiative Charter, time logs, summary reports, and Executive Summary



## Outcome-Based Continuing Education

Outcome-based continuing education will be offered. Outcome measures are defined by specific and measurable variables by which attainment of objectives will be judged. Throughout the program, participants are eligible to meet levels of outcome-based continuing education. You are attesting to understanding the following criteria upon submission of this application.

### Outcome Levels

Level 1 VALUE: Articulate knowledge and/or skills. Define, describe, and recognize the knowledge gained from the Leadership textbook and Leadership Academy webinars as evidenced by completing required discussion questions on the Community page.

Level 2 BELIEFS: Apply knowledge and skills. Collaborate with the nurse planner and assigned Leadership Academy mentor to apply the knowledge and skills towards developing a Best Practice Initiative Charter.

Level 3 ATTITUDES: Demonstrate in an educational setting. Demonstrate the planning, implementation, and evaluation of an evidence-based Best Practice Initiative in an education session as evidenced by participation responses and input during the webinars, break-out rooms, mentor check-ins, and role-play.

Level 4 JUDGMENT: Integrate into Practice. Performance of tasks for evidence-based Best Practice Initiative reflective of organizational culture including stakeholder meetings and involvement, selection of outcomes, implementation of initiative, and evaluation achieved in the practice setting.

Level 5 BEHAVIORS: Impact on practice, patient, and/or system outcomes. Present final executive summary components of the evidence-based Best Practice Initiative through an ANPD initiative (poster or panel presentation during the ANPD *Aspire Convention* meeting 100% of poster submission or panelist rubric criteria) or an organizational initiative (poster presentation, grand rounds, nursing inquiry presentation, or other method dissemination of performance improvement, outcomes, or systems leadership).

### Evaluation Methods

Level 1: Validation of 100% participation requirements met in discussion posts by the nurse planner/Leadership Academy facilitator with 80% accuracy in responses.

Level 2: Submission of apposite Best Practice Initiative Charter completion verified by the nurse planner/Leadership Academy facilitator that includes analyzing, appraising, and examining the steps taken and process for initiative design and implementation plan within the organization.

Level 3: Direct observation of behavior throughout webinars, break-out rooms, mentor check-ins, and role-play activities that demonstrate knowledge and skills.

Level 4: Submission of program required documents including time logs, mid-way status report, and Executive Summary, validating incorporation of organizational policies, protocols, and culture that demonstrate skills and knowledge were integrated into the practice setting.

Level 5: Visible evidence of selection for poster abstract or panel presentation acceptance for ANPD's *Aspire Convention* or evidence of integration into the practice culture through dissemination of Best Practice Initiative.



## Disclosures

- 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.
- There is no conflict of interest for anyone with ability to control content of this activity.
- Criteria for awarding level achievement credit: completion of 100% of incremental requirements as noted above.

## Tuition

The registration fee for the one-year academy is \$2,750. This includes the following:

- *Leadership in Nursing Professional Development: An Organization and Systems Focus* (2nd ed.). (\$125 value)
- *Nursing Professional Development: Scope and Standards of Practice* (4th ed.). (\$55 value)
- Strengthscope™ assessment (\$60 value)
- 2023 ANPD annual convention full registration (\$1,030 value)
- Live webinars as described above (\$480 value)
- Mentoring for the year, including consultations for Leadership Best Practice Initiative and networking opportunities (Priceless!)

## Justification Letter

[Download our justification letter](#) to portray to your supervisor or manager how you and your facility would benefit from your participation in ANPD's Leadership Academy.

**The deadline to submit applications is Friday, January 6, 2023 at 11:59pm CST.**