Leadership Excellence in Advanced Practice (LEAP!): Implementing a Group Mentoring Program for Advanced Practice Professionals

Janet Myers, DNP, APRN, FNP/GNP-BC, ADM-BC, CDE, NE-BC, CLNC; Roxelyn Baumgartner, MS, RN, ANP-BC; and Ty Williams, DNP, RN, ACNP-BC, FNP-BC

Background

- VUMC’s culture promotes continuous professional development.
- A one-year pilot program, based on a 2010 needs assessment, was conducted.
- LEAP! is the resulting, leadership-focused group mentoring program for Advanced Practice Professionals (APPs).

Development

Pilot to Formal Mentoring Program Timeline

Evaluation

Overall

100% of participants (n=18) agreed LEAP!:

- Improved leadership skills.
- Enhanced self-awareness.
- Improved ability to identify problems, develop and evaluate interventions.
- Improved ability to collaborate.
- Enhanced awareness of the roles and contributions of APPs.
- Expanded their professional network.
- Fostered a nurturing environment.

Content-Specific

100% of participants (n=18) agreed:

- The Strong Model is applicable to practice.
- Strengths Finder 2.0 was useful.
- Emotional Intelligence evaluation was useful.
- Freeform facilitated networking and was an effective platform for group discussion.

PDSA Project Examples

“Expanding the Care Continuum for the Pediatric Orthopedic Patient”
“Development of Simulation Lab for Maintenance of NICU/PICU Procedural Competencies”
“Implementation of a Pre-Consult Phone Assessment to Enhance Time/Task Efficiency for Hereditary Cancer Patients and Providers”

Implications

- Increased Attention to APP Value
- Internal and External Program Expansion
- APP and Organizational Culture Change

Summary

The LEAP! Group Mentoring Program provides a forum for APPs to develop leadership skills, increase professional networking, achieve professional goals, and contribute to the mission of VUMC.