



**COMMUNITY HEALTH NURSES OF  
ALBERTA**

**RED DEER, ALBERTA**

**MAY 2, 2015**

## Facilitator

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## Workshop Objectives

- To explore current and emerging leadership trends and issues.
- To critically reflect on your personal leadership philosophy.
- To identify opportunities to enhance your leadership competencies.
- To identify strategies (knowledge, skills, attitudes) to address leadership challenges.
- To develop networking opportunities with community health nursing colleagues.

## Agenda

08:30 Introductions, Greetings, and Ice- Breaker

08:45 CHN Leadership: What is it?

**09:45 Break**

10:00 CHN Leadership: What does it take?

11:00 CHN Leadership: What are the competencies?

**12:00 Lunch and networking**

12:45 Celebrity Panel: Conversation with Alberta Leaders

**14:00 Break**

14:15 Participatory Session: Developing Your Leadership Philosophy

15:15 Group Activity: "25 gets you 10"

15:45 Final Remarks, Closure, and Evaluation

As part of an Ice Breaker at the beginning of the workshop on May 2, 2015, participants were asked what they hope to get from the workshop and the following wordle (created using [www.wordle.com](http://www.wordle.com)) reflects their thoughts (one words). The larger words reflect the higher number of times that word was identified by participants.



## Get

insight, challenge, inspiration, knowledge, experience, knowledge, confidence, perspective, knowledge, encouragement, insight, confidence, vision, shared-knowledge, ideas, ideas, skills-to-inspire, affirmation, knowledge, connection, solutions, strategies, insight, network, language, confidence, confidence, understanding, confidence, perspective, big-picture, personal-style, strategies

When asked what they thought they brought or could contribute to the workshop the following wordle was made from the words that reflected their thoughts.



## Give

encouragement, curiosity, vision, optimism, ideas, perspective, freshness, experience, innocence, passion, knowledge, ideas, courage, insight, perspective, perspective, perspective, inspiration, experience, light, hope, humour, support, confidence, opportunity, support, team, collaboration, energy, curiosity

## What is unique about community health nursing leadership?

- Can create a ripple effect
- Often unrecognized and unnoticed
- Can touch a lot of people
- Can pull out the strengths and uniqueness of our clients and communities
- Autonomous practice
- Strong connections to the community
- Tenacity
- Courage



card. The index cards were traded amongst the participants five times and each time a score between one (a good idea) and five (a very, very good idea) was given to the idea and action. After five rounds, the score was tallied. Each of the ideas and actions were read out in the order of their score until the top ten were read. The following table provides a record of the ideas generated by the participants in order of the score each idea received. After the top ten in the list the ideas are listed in a random order.

Score	Idea	Action
23	To empower coworkers	Have them write down their positive attributes that contribute to making a difference in the community.
21	Acknowledgement	Talk to people about the great things they have done.
20	Write it down	Articulate stories, validate nurse's actions and role and impact.
20	Tell a story	Sharing our community health nursing stories.
20	Invite 5 community health nurses to become members of CHN Alberta	Attend chronic disease management team meeting to introduce CHN Alberta and invite them to join.
19	Build leadership into the nursing students that come to our office	Have them develop one maxim.
19	Be politically savvy	Engage those willing to listen to create a louder voice.
19	I will encourage/empower my colleagues more frequently.	Could be as simple as telling them they did a good job or complementing their strengths.
19	Tell your nursing story	Consult with Ardene (expert), write and send to communication lead.
17	Mentorship at workplace	Topic colleagues about their strengths to share.
17	Take more risks	Embrace and take on new roles and challenges.
17	Advocate for the importance of building capacity of public health nurses to have time to build relationships in their communities	Bring this idea to a future leadership committee. Discuss with site nurses.
Random from here	Find ways to motivate people at work	Lead by example.
	Be true to myself	Talk to my manager next week about a good idea I have.
	To bring forward unpopular idea	Do a chart audit to explore my perception is right, with a literature review.
	Own being a leader	Talk about it with colleagues.
	Start to collect community health	Connect with faculty at our universities.

	nursing stories	
	Find ways to help my colleagues/team recognize themselves as leaders and grow	Pursues some key points and activities from today.
	Treat others the way you want to be treated	Mentor new public health nurses
	Be self-aware	Mindfulness
	I will work to make political impact	Vote
	Mindfulness to become more present in my moment	Slow my actions.
	Increase my self-awareness	Read about leadership communication and tune into my impact/potential impact.
	Get a RN mentor	Contacting a nurse I look up to.
	Step back, step behind and beside	Offer mentor skills.
	Build bridges with LGM community – CHN as more than baby shots	Make that initial phone call to set up meeting with Johan.
	Self-talking about confidence so I exude leadership even if I'm unsure of myself	Read more about leadership styles and reflect on times in my life when I have the embodied those.
	Empower	Excite people about leadership
	Thought leadership	Read the book "One Piece of Paper"