Health care organizations throughout the country are building top-tier leadership teams to effectively address the challenges and opportunities in today's chaotic environment. A strong executive leadership team is imperative to address the critical issues confronting California's health care delivery system.

The ACNL Executive Leadership Academy (ELA) is a transformational experience designed for nurse leaders desiring to meet the challenges of executive leadership practice. The curriculum aligns with the American Organization of Nurse Executives (AONE) competencies; the California Action Coalition's integrated competencies, based on work by ACNL members in response to the landmark Institute of Medicine's *Future of Nursing Report*; and elements of the *Magnet Model for Nursing*. This 12-month program deepens leadership competencies through modules that coach and educate attendees about:
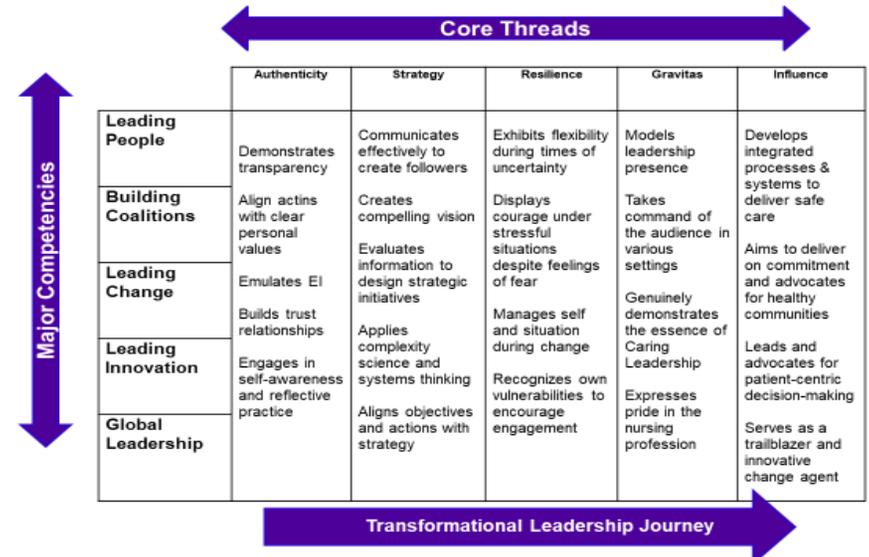
- **Leading People** through authentic communication and reflective practice skills.
- **Building Coalitions** through teamwork, political influence, and conflict management.
- **Leading Change** by creating a vision, embracing evidence-based practices and quality improvement, and improving awareness of critical legal and regulatory factors.
- **Fostering Innovation** with fiscal and environmental stewardship and understanding of technology and informatics.
- Achieving a **Global Perspective.**

Key Competencies for Executive Development

- ✓ High Performance Communication
- ✓ Competent Relationship Management
- ✓ Knowledgeable About the Healthcare Environment
- ✓ Leadership and Business Skills
- ✓ Educate and Empower

Invest in Organization Growth and Sustainability
ACNL Executive Leadership Academy Framework

	Authenticity	Strategy	Resilience	Gravitas	Influence
Leading People	Demonstrates transparency	Communicates effectively to create followers	Exhibits flexibility during times of uncertainty	Models leadership presence	Develops integrated processes & systems to deliver safe care
Building Coalitions	Align actins with clear personal values	Creates compelling vision	Displays courage under stressful situations despite feelings of fear	Takes command of the audience in various settings	Aims to deliver on commitment and advocates for healthy communities
Leading Change	Emulates EI	Evaluates information to design strategic initiatives	Manages self and situation during change	Genuinely demonstrates the essence of Caring Leadership	Leads and advocates for patient-centric decision-making
Leading Innovation	Builds trust relationships	Applies complexity science and systems thinking	Recognizes own vulnerabilities to encourage engagement	Expresses pride in the nursing profession	
Global Leadership	Engages in self-awareness and reflective practice	Aligns objectives and actions with strategy			Serves as a trailblazer and innovative change agent

Core Threads — **Major Competencies** — **Transformational Leadership Journey**

Program Overview

The ELA includes 28 weeks of didactic and mentorship learning. Five weeks of break time is built into the curriculum. Attendees will come together for learning intensives four times during the program. One of the in-person intensives will coincide with ACNL's Annual Conference. In addition, there will be required readings, recorded lectures, synchronous and asynchronous webinars, and group discussions via discussion boards.

Application Process and Program Fees

In addition to completing an application, ACNL members will provide two letters of recommendation, submit a personal statement related to their future career path and submit a curriculum vitae. The cost of the program is $15,000 per attendee which includes the 360-degree assessment and individual learning plan by a certified coach, program materials, and ACNL conference registration during the year of enrollment.

"Tell me and I'll forget. Show me and I may remember. Involve me and I learn."

–Benjamin Franklin

Academy Highlights Include:

- A 360 Assessment by a certified coach with the development of a personal learning/action plan.
- Executive Nurse Leader Mentorship via the *LifeMoxie* platform.
- Internal champion to guide you through the nuances of the policies and politics in your organization.
- Cohort experience and networking with key California healthcare leaders.
- Speaker Series and Leadership Case Studies
- Academy Book Club
- A capstone quality improvement project to benefit the sponsoring institution.
- An *Executive Leadership Certificate*, issued by ACNL, upon successful completion of the program.

Who Should Attend

- ✓ Nurse Leaders new to an executive leadership position.
- ✓ Senior Nurse leaders from across the continuum aspiring to move into an executive leadership position.
- ✓ Seasoned nurse leaders identified by their organizations as rising stars and part of the organization's overall succession planning process.

For more information visit the ACNL website (www.ACNL.org), or contact us at: info@acnl.org; 916-779-6949.

ACNL
Association of California Nurse Leaders

Executive Leadership Academy

Inaugural Class
Summer 2018

A 12-month program preparing nurse leaders for executive leadership positions

Health Care Transition

Begins with You!