

# Investing in Tomorrow's Nursing Leaders: The Top 30 Rising Stars Project

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The Top 30 Rising Stars project was established as a unique partnership between Saint Elizabeth Health Care, Toronto Public Health and Women's College Hospital to support nursing leadership succession planning in the community, public health and ambulatory care sectors. The project also addressed the shortage of emerging leadership talent and an aging nursing workforce. It brought together 10 high-potential nurses from each organization for a customized leadership development program.

The project included a six-day customized learning program with the Schulich School of Business, a variety of "stretch opportunities" within participating organizations, a mentorship program that provided candidates with access to nursing leaders and also a web-based community that provided access colleagues across settings and areas of practice. Additional components included a talent management and succession planning workshop that provided practical techniques and best practices for developing staff.

A participant said of the program:

[It] has really helped me to move forward in my career by giving me the tools I need to be an effective leader. I am excited about my future and have gained a lot of confidence, knowledge and supports from everyone I've met to continue to push myself – to have a greater impact, and to go further and beyond my own expectations.

The project has the potential to be applicable to other professions and roles, as well as benefitting the community at large.

### **Lessons Learned**

- *Individual:* Participants reported increased skills and confidence in dealing with challenges in their professional and personal lives, as well as a renewed passion for healthcare and nursing.
- *Organizational:* Executive sponsors emphasized the value of a dedicated project manager, as well as the benefits of a comprehensive and planned approach for leadership development and nursing HR planning.
- *Systems:* Partners highlighted the value of cross-sectoral collaboration and credited courses in developing a pool of qualified candidates with required “systems” knowledge and competencies for leadership positions within the organization, sector and profession.

For video profiles and interviews with Rising Stars, visit <http://www.youtube.com/user/SaintElizabethSEHC>

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