

# Developing Emerging Nurse Leaders at a Health Care for the Homeless Program:



## Program: A Pilot Educational Intervention Pooja Bhalla DNP, RN



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### BACKGROUND/SIGNIFICANCE

Boston Health Care for the Homeless Program started in 1985  
Nurses represent the largest number of health care providers serving the homeless population  
Need for nursing leaders within homeless nursing  
Lack of Leadership Programs for nurses working with Homeless Populations  
Need for project identified by senior executives at the program



### PURPOSE OF THE STUDY

This educational intervention project aimed to develop nurse leaders at a large urban Health Care for the Homeless Program

Aims

- To identify knowledge gaps for emerging nurse leaders
- To implement a pilot educational urban leadership seminar series
- To measure acquisition of skills and competencies acquired from the series of seminars

### METHODS

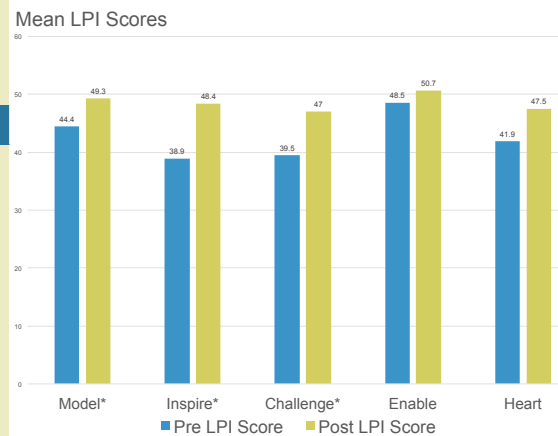


- Based on the Nursing Leadership Institute Competency Model, a leadership seminar series was developed for 15 RNs.
- Nurses attended 90 minute seminar series over a 3 month period
- The Leadership Practices Inventory was administered at baseline and post-intervention.



### DATA ANALYSIS/SURVEY RESULTS

Five Practices of Exemplary Leadership  
Pre and Post Seminar Mean LPI Scores



### DISCUSSION

- Participants gained new skills and knowledge after each seminar series
- Participation in this leadership seminar series improved leadership skills
- Analysis of the five exemplary leadership Pre and Post Seminar scores showed improvement in three of the five practices which are statistically significant

### LIMITATIONS

- Sample Size Small so unable to generalize findings
- Challenging for staff to travel during middle of the work day
- Time limit for the project

### IMPLICATIONS FOR PRACTICE

- The acquired new knowledge and improved leadership skills will better prepare nurses who work with homeless individuals for sustained leadership roles
- Disseminate the results to other Health Care for the Homeless Programs to spread similar leadership development programs

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