



SOUTH DAKOTA
Center for Nursing Workforce

**Leadership
program**
Presented by **EmBe**

2019 Aberdeen Class

Rooted in Legacy

Sowing into Tomorrow

mission:

To facilitate the leadership development of nursing professionals by utilizing the experiences and skills of established community leaders; to extend a hand-up to those who will follow.

“Even though I was a very seasoned nurse, my participation in the CNW Leadership program was also a time when I encountered many new challenges. This led to deep self-reflection around discussions we had on authenticity, understanding our strengths, and finding balance. I discovered that genuine nursing leadership is as much about personal growth and resilience as it is about professional development. A true gift for me through these 18 months was my mentor, Mona. Her willingness to share openly about her experiences as a leader gave me courage to take risks and step out of my comfort zone to seek new experiences. Her advice, to find gratitude in everyday, resonated with me when day to day realities become challenging. I am grateful this program has been a part of my ongoing journey towards becoming a better leader and person.”

– Deb Hickman, DNP, APRN-CNP, CPNP-PC
Sanford Children’s Specialty Clinic and 2018 Program Graduate

“The Board of Nursing, as the lead agency for the South Dakota Center for Nursing Workforce, is pleased to partner with EmBe to provide leadership development for nurses. As the CEOs of our own lives, leadership development is important whether you are at the bedside, in the boardroom or preparing yourself to take advantage of the next opportunity that knocks on your door. This program is specifically tailored for nurses, with opportunities to learn from leaders in the nursing profession and from leaders in other professions. This program offers the opportunity to learn and collaborate with nursing peers while developing as a leader; it is an invaluable experience that I recommend to all nurses.”

– Gloria Damgaard, RN, MS
Executive Director, South Dakota Board of Nursing

This program is modeled after the EmBe Women’s Leadership Program and is open to **men and women** who are licensed nurses in the state of South Dakota. Designed by leaders in the community, EmBe Women’s Leadership Program has empowered over 250 women to reach their greatest potential. This unique program is the first of its kind in the area, and features:

- Equipping leaders to have greater organizational and community impact
- Personal and professional development
- Facilitated learning opportunities and discussions led by experienced community leaders
- Guided creation of a Personal Development Plan
- 12-Month Mentorship to support plan implementation
- Ongoing networking opportunities and community event participation.

Just as EmBe led the effort to recognize the contributions of women with the annual Tribute to Women event, we continue to empower emerging nursing leaders through this inspiring program. As EmBe continues to celebrate nearly almost 100 years of serving women in South Dakota, we are excited to offer this program in the Aberdeen area and expand leadership empowerment.

Nurses in any field can benefit from this intensive course, which combines a strong personal development focus with valuable professional development experiences. Participants to create important personal and professional relationships with other future leaders, mentors and facilitators for lifetime support.

- Within the first seven years of the EmBe Women’s Leadership Program, over 600 applications were received for 250 participant spots, including 50 Center for Nursing Workforce graduates in the Sioux Falls and Rapid City area.
- 100% of program participants said this program allowed them to expand their nursing leadership potential and improved their lives.

Mentorship

You will be assigned a mentor, if you don’t already have one, to support and guide you through the first 12 months of the implementation of your Personal Success Plan.

Details:

Application Deadline:

Thursday, August 8 at 5:00 pm

Register online at www.embe.org/leadership

There is a \$25 non-refundable application fee. Please include check or billing information with application.

Class size: 25 participants

Cost: \$175 plus any applicable tax

The Center for Nursing Workforce has subsidized the cost of the program.

The actual cost is over \$900 (actual value exceeds \$2,000.)

The program is open to all nurses (men and women) interested in expanding their leadership potential. Participants must hold an active South Dakota nursing license or multi-state compact license, and be practicing in the role of a nurse in the state of South Dakota. The program fee is payable at the time of acceptance and is non-refundable.

Commitment: Participants are expected to attend the retreat and all sessions.

Mentors Needed:

If you have a passion for the development of others and want to extend a hand to up-and-coming leaders, please apply to become a mentor in the Leadership Program. This is a minimum monthly commitment from November 2019 to November 2020.

Apply at www.embe.org/leadership.

For more information, contact Erin Bosch at EmBe, **605.728.9303** or ebosch@embe.org.

EmBe

620 W 18th St | Sioux Falls, South Dakota 57104
www.embe.org/leadership

SOUTH DAKOTA
Center for Nursing Workforce

4305 S. Louise Ave. | Suite 201
Sioux Falls, SD 57106
www.doh.sd.gov/boards/nursing

PROGRAM COMPONENTS AND TIMELINE

Retreat

Friday, September 20, 9:00 am - 4:00 pm

Meet the other participants, learn details of the program expectations and explore your Myers-Briggs results. Starting at the retreat and building throughout the sessions, you will be accountable for developing a Personal Development Plan.

Identify Your Leadership Style & Leading Authentically

Saturday, September 21, 9:00 am - 4:00 pm

Understand and explore your leadership style, learn how to develop a flexible style of leading. Identify ways to manage conflict, improve your listening skills and understand emotional intelligence. Identify ways to lead with authenticity, what prevents us from being authentic and ways to overcome them.

Creating Diversity and Inclusiveness in Leadership

Thursday, October 3, 5:00 pm - 8:30 pm

Using natural leadership characteristics to recognize and build differences in leadership.

Facts, Figures and Finances & Putting It All In Place

Saturday, October 19, 9:00 am - 5:00 pm

Better understand key business functions, your relationship with money and how to negotiate successfully. Integrate the best of who you are at home, work and in the community.

Your Community Connection

Tuesday, October 29, 5:00 pm - 8:30 pm

Learn how to position yourself in the community and get active in public policy. A power-networking event will cap off the evening.

Presentation of Personal Development Plan & Mentor Match

Thursday, November 14, 5:30 pm - 7:30 pm

Present your Personal Development Plan to your mentor, followed by dinner.

12-Month Mentorship

November 2019 - November 2020

Graduation

November 2020