

Erin McLeod

Florence Nightingale Grants and Award Recipient Report

Returned Sisters Memorial Grant

In 2018 I was the fortunate recipient of the Returned Sisters Memorial Leadership Grant. Being awarded this grant afforded me the opportunity to pursue my professional goals in clinical based education and leadership development for nurses and midwives. The grant supported my application to explore and gain learnings from identified high achieving organisations within Australia and both internationally that are recognised for leadership and professional and quality nursing and midwifery practice.

Although an avid reader of evidence base and literature, the experience of learning and working alongside and being immersed with the nurses and midwives in these identified organisations was one that inspired and has led to direct changes. The changes have occurred in the way in which I work and also outcomes for our service delivery in clinical based education for THS South.

Outcomes to date have included (not limited to):

- Design and implementation a mentoring program with THS South for Nurses and Midwives
- Review of Transition to Practice education program/framework
- Integration of leadership into education attributes that shape the development of education programs and outcomes
- Establishing a framework for education outcome measures which reflect the needs of learner, educator, organisation and strategic alignment
- Review of support and supervision models and the development of a supervision framework being commenced, inclusive of implementation of the Best Practice Clinical Learning Environment® frameworks
- Development of a CNE/CME capability framework inclusive of leadership as a core attribute

These are just some of the works that have been commenced or undertaken since returning from this professional development experience. Many more are planned – every time I go back to my copious amounts of notes I get inspired to investigate something new to explore.

An unintended outcome of this opportunity has been the relationships developed with those that were so generous in spending time with me. Two nurses have now become mentors for me and are providing support in my ongoing professional development.



The Hospital District in Toronto



Airbridge at The Johns Hopkins Hospital in Baltimore



View from Banff Hospital in Canada