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**Developing charge nurses as front-line leaders through transformative learning**

**Introduction:** Nurses at all levels must be prepared and developed to lead change to advance health care. Historically, in most healthcare institutes, nursing leadership development programs have focused on nurses in senior management or executive roles rather than those working in front line leadership roles. This article will describe a professional development initiative program attended by 169 charge nurses. The program has a comprehensive curriculum and road map for developing front line leaders and ensuring charge nurses are trained, mentored and supported in their roles. Program development, evaluation and lessons learned that can be applied in other organizations are discussed. Succession planning is a concern in healthcare organizations. When seeking to fill nurse manager Positions, nurse leaders often consider their charge nurses as excellent potential candidates (Sherman et al 2011). Managers and unit level leaders are keys to health organizational success (Thomas 2015). Both the complexity of healthcare delivery and the responsibility placed on charge nurses have also increased. Increasing patient's admission in the hospital requires front line leaders to understand their roles, responsibilities and accountabilities, thus they should be professionally developed to enhance their leadership and managerial knowledge and skills.

**Background:** Most of healthcare organizations believes that charge nurse is placed by default based on how long they had worked in the unit and who was on the schedule rather than as a result of deliberate planning and scheduling based on who was most prepared to lead the team, but it was found that there was a degree of bias and favoritism. Recently, the charge nurse role is considered as front-line leader and most of the hospitals had clearly stated their job descriptions and criteria that are but not limited to qualifications, experience, performance and communication skills. Furthermore, there are a few hospitals cited in the literature who are developing their charge nurses through a structured professional development plan.

**Biography**

Graduated from Faculty of Nursing, University of Jordan 1993. Had worked as Cardiac Registered Nurse in Jordan. Completed master's degree in education from University of Jordan on 1998. Completed another master's degree in Critical Care from Ohio State University on 1999. Worked at Ministry of National Guards for Health Affairs (NGHA-Riyadh) on 2003 as Clinical Resource Nurse in Nursing Education till 2010. Then worked in NGHA (Madinah) as Supervisor for Safety and Quality till 2014. On 2014-2017 worked as Director of Nursing Education at Security Forces Hospital- Riyadh. On Jan 2018 has joined Nursing Education at King Fahad Specialist Hospital as Nursing Educator Manager Obtained Phd in Healthcare Administration on 2010 and worked as visiting Professor Assistant. Supervising all Saudi Nursing Students - Interns and graduates. Publications: one book "Cardiology for Registered Nurses", 15 Abstracts and Papers and 3 Researches.

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