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Coaching Leadership: Nurses Managing in a New Era of Healthcare

According to the November 2021 Hospital IQ Survey 90 percent of nurses are considering leaving the nursing profession in the next year, with 71 percent of nurses that have over 15 years' experience thinking about leaving as soon as possible or within the next few months. Nurse leaders are facing not only the challenges of a global pandemic, but also the rise of nurse turnover in the profession. According to Andrews and colleagues, nursing staff's perceptions of leadership styles affected their satisfaction with their supervisors and the promotion of nursing excellence. Many nurse leaders have leaned into diversity, equity and inclusion initiatives to promote more inclusive workplaces, but without aligning it to a transformational leadership process, it doesn't convert to better outcomes or improved retention. Coaching leadership is a model that invests time and energy into developing people over processes. Coach leaders focus on mentorship, feedback and integration of efforts into a culture that promotes trust, diversity, respect and belonging. Healthcare organizations with a coaching culture elevate not only individual performance, but prioritize team building as a strategy for nurse retention. The nurse leaders of tomorrow, will focus on coach leadership to develop their staff's inherent leadership qualities that imbue them with confidence, a growth mindset and a focus on the long game.

Recent Publications

1. Akparewa, N. (2020, February 24) The Clinician's Guide to Microaggressions & Unconscious Bias: Racial Justice in Healthcare. E-book
2. Andrews DR, Richard DC, Robinson P, Celano P, Hallaron J. The influence of staff nurse perception of leadership style on satisfaction with leadership: a cross-sectional survey of pediatric nurses. [Accessed 28 June 2017]; Int J Nurs Stud. 2012 49(9):1103–1111
3. Bastardi, L. (2021, November 17) Nursing in crisis: hospital IQ survey highlights significant patient care challenges due to hospital staffing shortages

Biography

Nikki Akparewa is a healthcare performance consultant & founder of Diversity and Inclusion Coach, an organization that offers diversity and inclusion coaching. She specializes in coaching, leadership and strategic partnership. As a graduate of the John Hopkins School of Nursing and Public Health, Nikki began her career in Baltimore. During her time as a bedside nurse and public health educator, she witnessed disparities that sparked her love for diversity, equity and inclusion. As a consultant, she learned that there was a misalignment between diversity & inclusion initiatives and overall performance. Recently, Nikki pivoted to preparing healthcare organizations to align their diversity & inclusion efforts with performance to achieve maximal results. As a healthcare performance consultant, Nikki partners with healthcare leaders to improve their coaching skills to provide effective feedback so that staff feel valued. Nikki is also an author of a workbook promoting collaborative conversations about toxic culture and structural racism in nursing.