



## Course for Leadership Development for Oncology Nurses

Ein Gedi Guest House, The Dead Sea, Israel  
December 13-15, 2007

### Day 1 – Dec. 13, 2007

09:00-09:30

#### **Welcome**

Ms. Sara Ben-Ami, President, Israel Oncology Nursing Society  
Prof. Michael Silbermann, Executive Director, MECC

09:30-10:30

#### **Overview of Leadership Development Institute**

The ONS Experience

**Dr. Barbara Summers, RN**

**Ms. Brenda Marion Nevidjon, RN, MSN, FAAN**

**Ms. Kate Shaughnessy, BA**

**Mr. Len Mafrika, MBA, CAE**

Introductory activity with participants to initiate networking, establish a comfort level, and encourage the open environment required for the program

Homework reviewed and overview given on how it will be used to enhance and guide the participants' experience and the value added to the sessions

**10:30-11:00**

#### **Coffee Break**

11:00-11:30

#### **Every Nurse a Leader**

Didactic presentation on leadership and the instrumental role the oncology nurse plays in leading the transformation of cancer care

**Brenda Nevidjon**

11:30-12:30

#### **A Framework for Leadership Development: The Leadership Challenge by Kouzes and Posner**

45 minutes of didactic presentation on The Leadership Challenge and the 5 practices of exemplary leadership

**Barbara Summers**

Remainder of time in 5 small group discussions and large group sharing. Each group will be assigned a practice and will discuss that practice as it applies to their own work, political, and social/cultural setting. A group leader will be designated to report back to the large group about their group's discussion and conclusions on how to incorporate this leadership practice into their respective environments.

\*It could be pre-determined that each group has a leader/spokesman from a different country

- # 1 Model the Way
- # 2 Inspire a Shared Vision
- # 3 Challenge the Process
- # 4 Enable Others to Act
- # 5 Encourage the Heart

12:30-14:00

**Lunch**

14:00-14:45

**Leadership Practice Inventory and Value Identification**

Didactic instruction on what the LPI measures and how to understand and utilize these results (from the homework)

Discuss Values Identification exercise from homework

**Kate Shaughnessy**

14:45-15:30

**Personal Vision Statement**

30 minutes of didactic explanation on what a vision statement is and how to formalize your vision statement (from the homework) to a working one for your project plan development.

**Barbara Summers**

30 minutes small group discussions (different from previous day); group leaders report back to large group about their group's mission statements and what they discovered in creating them

15:30-16:00

**Coffee Break**

16:00-17:00

**Leaders as Effective Communicators**

40 minutes of didactic overview of models/frameworks to structure communication (SBAR, managing conflict, leading with teams) and methods for improving both verbal and nonverbal signals.

**Barbara Summers**

Remainder of time spent in partner activity—utilizing the “elevator speech” technique and other methods to engage the other person and relay messages effectively. Volunteers will stand in front of the group.

17:00-17:30

Refresh and Revitalize

19:30-

**Dinner**

## Day 2 – Dec. 14, 2007

- 09:00-9:30                    **Ice breaker activity**
- 09:30-10:30                **Advocacy: Nursing Leadership in Action**  
Four or five, 20 minute didactic, topical presentation on healthcare disparities/issues/concerns/obstacles in the Middle East from the perspective of representatives from different countries  
MECC representative – **Sarah Ben-Ami, Israel**  
MECC representative –**Hanan Saca-Hazboun**, Palestinian Authority  
MECC representative –**Barbara Pitsillides**, Cyprus  
MECC representative –**Ayfer Elcigil**, Turkey
- 10:30-11:00**                **Coffee Break**
- 11:00-11:30                **Advocacy: Nursing Leadership in Action - (Cont.)**
- 11:30-12:00                **Planning as a Strategy for Success I**  
Didactic presentation on project plan development and implementation, including meeting planning and other business strategies  
**Barbara Summers**
- 12:00-12:30                **Leaders as Effective Communicators II: Speed Networking**  
Group activity on focused networking- - how to communicate your point and share information quickly  
**Kate Shaughnessy**
- 12:30-14:00**                **Lunch**
- 14:00-15:00                **Personal Leadership Project Planning I**  
Developing and implementing personal leadership projects—divided into groups based on project topic.  
Project plan homework reviewed  
**Barbara Summers, Brenda Nevidjon, Kate Shaughnessy, Len Mafrika, Sara Ben-Ami**
- 15:00-15:30**                **Coffee break**
- 15:30-16:00                **Planning as a Strategy for Success II**  
**Brenda Nevidjon**
- 16:00-17:15                **Personal Leadership Project Planning II**  
Same as previous session for first hour. Second hour devoted to large group sharing of projects
- 19:30**                        **Dinner**

### Day 3 – Dec. 15, 2007

09:00-9:30	<b>Ice breaker activity</b>
09:30-10:30	<b>“Put Your Oxygen Mask on First” - Taking Care of Self Brenda Nevidjon</b>
<b>10:30-11:00</b>	<b>Coffee break</b>
11:00-11:30	<b>Next Steps and Evaluation</b>
11:30-12:00	<b>Closing Ceremony and distribution of certificates</b>
12:00 -	<b>Adjourn and Lunch</b>