**Rebuilding Your Nursing Team in 2024**

**January 16th, 2024**

**10:00 AM – 12:30 PM Central Time**

**Virtual Workshop**

Covid-19 has been massively disruptive to nursing teams. Nationwide, leaders now struggle with picking up the pieces and rebuilding their teams in an environment where nurses have shorter work tenures. This workshop will focus on the best evidence on teamwork, restoring trust, promoting a sense of community, and building cohesive work teams. The future of quality and safe nursing care delivery will be contingent on high-performance nursing teams. Nurse leaders will be provided with actionable strategies, best practices, and tools they can use in their leadership to rebuild highly effective teams.

**Who Should Attend**

The program is designed for nurses in leadership roles, such as CNO, nurse managers, supervisors, assistant nurse managers, clinical managers, charge nurses, and nurse educators.

**Workshop Objectives**

* Discuss how the COVID experience changed nursing teams and team tenure.
* Describe how team members' lack of a sense of belonging and community contributes to high turnover.
* Identify the critical elements of effective teams and how to recruit team players.
* Discuss strategies and tools such as assessing team culture, rebuilding team trust, improving team communication, fostering team emotional intelligence, and restoring team rituals.
* Apply concepts learned to a case situation.

**Webinar Agenda**

10:00 AM – 10:45 AM **Welcome and Overview of the Current Nursing Environment**

* The Impact of COVID on Nursing Teams
* Generational Shifts and the Impact on Teamwork
* Moving from Teams to Teaming
* The Nurse Leader as Team Coach

10:45 AM – 11:15 AM **The Nuts and Bolts of Teamwork**

* Psychological Safety and Trust in Teams
* Avoiding Team Dysfunction
* Teaching the Team to Manage Conflict
* Fostering Team Emotional Intelligence
* Focusing on Quality and Safety

11:15 AM – 11:30 AM **Break**

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11:30 AM – 12:30 PM **Building World-Class Teams**

* Creating a Sense of Community
* Developing Strengths-Based Teams
* Recruiting Staff Who are Team Players
* Integrating Agency and Travel Staff on Teams
* Onboarding New Team Members
* Re-engaging Teams in Professional Governance
* Breakout Discussion
* Next Steps/Program Evaluation

**Presenter**

Rose O. Sherman, EdD, RN, NEA-BC, FAAN, is known for helping current and future nursing leaders develop leadership and coaching skills. Rose is an emeritus professor at the Christine E. Lynn College of Nursing at Florida Atlantic University and currently serves as a faculty member in the Marian K Shaughnessy Nursing Leadership Academy at Case Western Reserve University. Before becoming a faculty member, she was a nurse leader with the Department of Veterans Affairs for 25 years at five medical centers. Rose edits a popular leadership blog, www.emergingrnleader.com, read by thousands of nurse leaders each week and is Editor in Chief of Nurse Leader, the official journal of the American Organization of Nurse Executives. She is a Gallup certified strengths coach and author of the books *The Nurse Leader Coach: Become the Boss No One Wants to Leave* and *The Nuts and Bolts of Nursing Leadership: Your Toolkit for Success*. Her new book, *Rebuilding Nursing Teams: Tactics for Working Better Together, is* now available. She presents nationally on nursing leadership topics and conducts nurse leader coach workshops for frontline nurse leaders. Rose is a Fellow of the American Academy of Nursing and is an alumnus of the Robert Wood Johnson Executive Nurse Fellowship Program. In 2020, she was selected by the American Association of Critical Care Nurses for their *Pioneering Spirit Award* in recognition of her groundbreaking work in nurse leader development.