

## FOSTERING NURSE LEADERSHIP: EVALUATION RESULTS FROM THE FIRST FOUR YEARS OF THE DUKE-JOHNSON & JOHNSON NURSE LEADERSHIP PROGRAM

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**Background:** The Duke-Johnson & Johnson Nurse Leadership Program trains Advanced Practice Nurses (APN) and Certified Nurse Midwives to better meet the challenges of providing health care to vulnerable populations in the evolving health care environment. By augmenting the fellows' professional growth and development through a transformative learning experience, the Duke-Johnson & Johnson Nurse Leadership Program aims to foster the leadership and management skills necessary to develop and lead innovative care models.

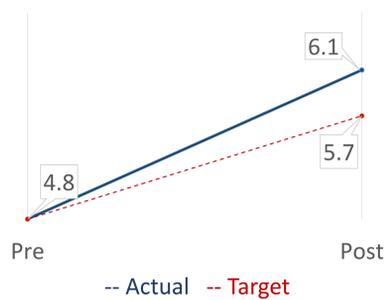
**Methods:** During the first four years of the program (2013-2017), 99 program fellows participated in a blended learning program which included on-site retreats, live webinars, enduring online activities, monthly small group coaching circles, individual executive coaching sessions and a year-long transformational health project completed with their place of employment or a partnering organization. Fellows completed baseline and post-program surveys (n=87), which included items measuring self-perceived competence in leadership, management, and program-specific domains. The post-program survey also contained questions about professional/educational changes resulting from the program. In the fourth program year, fellows' employers also completed a survey describing the impact of the fellowship on the employee and organization (n=13).

**Significance/Implications/Relevance:** This blended learning model is effective in increasing leadership and management competency, creating practical changes in professional behavior, and fostering organizational change. The evaluation system captures these changes. The program model and evaluation protocol may be useful to other programs and applicable to other populations of learners within the health care professions.

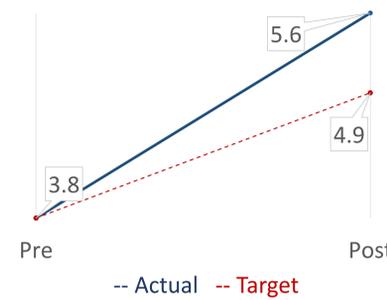
**Results:**

**Fellows' mean competency scores\* increased beyond program target levels.**

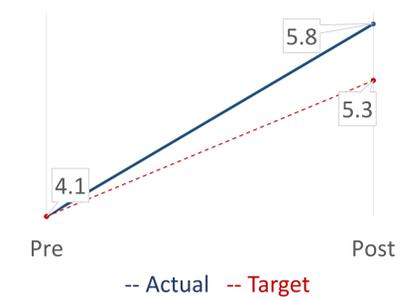
**Leadership: 27%**  
(target: 20% increase)



**Management: 47%**  
(target: 30% increase)

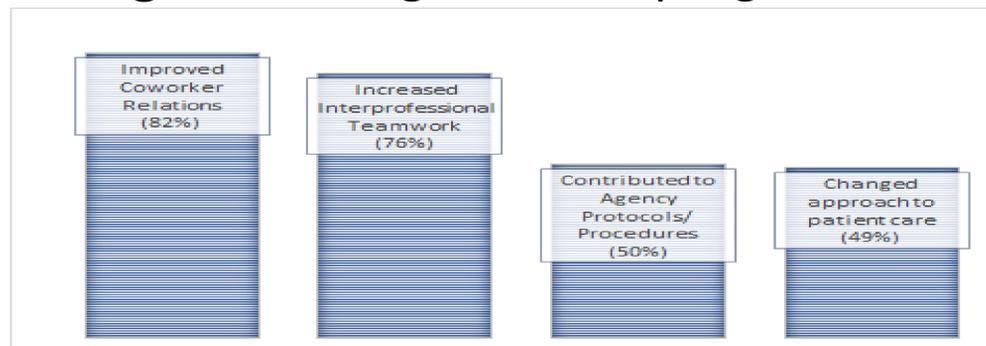


**Program-Specific: 41%**  
(target: 30% increase)



\* Scale: 1 (Low) to 7 (High)

**90% of fellows reported practical changes resulting from the program.**



**64% of employers reported that the fellows' projects had significant impact on their organizations.**

**“The program was the greatest leadership training experience that I have ever had.”**

– Program Fellow

