



Catharine Stover, RN ESMHS & Chloe Clogher, RN ESMHS

Program: Mental Health Nursing Leadership Development Programme

What motivated you to join the Nightingale challenge?

Chloe: For me, I was inspired by the leaders that I work with here at ESMHS. This is such a supportive environment to learn in and from. I didn't get this kind of opportunity where I worked before. I had so much interest in developing my leadership skills, and I love that the Nightingale Challenge has international reach. The networking opportunities and resources available to us such as the Facebook page let us look beyond the Mental Health specialty.

Cat: Being challenged and learning to new things. We're so lucky to have such strong leaders around us to support and mentor us. It's also such a great opportunity for us to meet people like us, around the globe. The networking is particularly interesting, especially in the current environment (COVID-19) to see how other areas are managing. Such as: how do you keep others motivated at work and

how do you keep yourself growing personally? And I'm so interested in understanding how to influence others around me.

What do you hope to get from your leadership program and how have you achieved this so far?

Chloe: the biggest thing that I've taken so far from my leadership journey is that I thought as a leader, it meant checking in on everyone else and putting their needs ahead of my own. I'm always leave myself to last. The way our program was run meant that we had to undertake a self-discovery challenge (personality test). I learned so much about myself and how we're all so different, we're not a "one size fits all" team. This helped me understand and look after myself more and how to work with others more effectively.

Cat: I feel similarly to Chloe. I have really developed my own self-awareness and a sense to ensure I'm looking after my own needs, as well as those of others. For me that means being smarter about how I delegate and not taking everything on myself. I've learned as well that you can plan your day as much as you want but sometimes it can all fall by the waist side. I'm learning how important it is to develop resilience to help you bounce back and be adaptable to changing circumstances. I'm learning as well to ask for help and that this isn't a sign of weakness. It's about asking for support from those who have skills and knowledge that you might not have developed yet.

Chloe: I agree. I have learned that knowing when and who to ask for help is a strength because you don't and can't know everything. That's when you're achieving real teamwork. I always thought that the leader has to know everything, but I've learned that it's just as important to know where and how to source information, and it's not my job to know everything.

How do you hope to influence nursing and midwifery at your site?

Chloe: I hope that I can show others that being a leader doesn't mean being a NUM or a manager. It helps to give you insight into the roles of others and how they work. Doing this program has really shown me that you can lead from anywhere. I'm an RN 3 and didn't think I could be a leader, but the program has shown me that leadership is about behaviours, not a position. I also think I want to start debriefing and reflecting as a team. It's become clear to me that when we share our experiences with each other, different ideas come up and it's not always from the leader. Ideas and thoughts come up from students, fellow nurses, etc that can have an impact on how we can do things differently and more effectively.

Cat: I hope that I have role modelled for others to do the program as well. It's given me so much insight into myself and how others work so that we can collaborate to be the most effective team possible. I hope that we can all recognise and use our strengths. I can see now how important it is to celebrate the wins. Some days you might feel like you're drowning a bit, and you can forget all of the things that have gone well, or that others have done well. I think it's so important that they get highlighted and celebrated.

How can Senior Nursing & Midwifery leaders support your leadership development in the future?

Chloe: I hope they keep this program going to help us explore more leadership pathways. It would be great to shadow some of our leaders for a time to understand their roles. Not necessarily just managers but other senior clinicians as well, for example, those in drug and alcohol. I loved this program so I hope that it continues and expands to include a second stage.

Cat: I agree with Chloe. I would like to see us have opportunities for personal development courses. Courses and programs that would be specific to conflict management, difficult conversations,

inspiring and motivating others, how to get the best out of those around you. I really value the face to face programs because you get together with others and learn from each other. I love hearing from others and discussing what we're learning and bouncing off of each other.

What would you like to see from the Nightingale Challenge (won't be included on the profile- feel free to add anything else you can think of)?

- Email content
- Content for the FB Page
- Resources and tools for leadership
- Networking (timing: middle of the day – handover overlap)