

## Overview

The Preceptor Leadership Program is designed to enhance the leadership skills of nursing preceptors and foster ongoing professional development in this important role. The Program is designed around two core development functions including:

- The **Exemplary Leadership Model** by Kouzes and Posner.
- A **Mentoring Group or Mentoring Circle** approach to strengthen peer-to-peer support and encourage reflection, discussion, cross-function development and ongoing learning.

## Leadership Model

At the core of the Preceptor Leadership Program is the Leadership Challenge Model by Jim Kouzes and Barry Posner which has been embraced by more than 1 million people around the world. The research by Jim Kouzes and Barry Posner has revealed five practices that are common to everyday leaders that make extraordinary things happen. These are known as the Five Practices of Exemplary Leadership. They are:

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

## Mentoring Model

The mentoring model supporting the Program is either a Mentoring Group (one mentor with small group of mentees) or a Mentoring Circle (small group of learners). The Mentoring Group and Mentoring Circle models foster peer learning and support, and provide an opportunity for participants to share and learn from one another. The decision to select either a Mentoring Group or Mentoring Circle model is made in consultation with the organisation. Mentors for the Mentoring Group are drawn from within the organisation.

## Methodology

The Preceptor Leadership Program can be conducted over a 6 or 12-month period. The Program includes:

- Pre and post leadership assessments
- 6 x half-day workshops
- Resources and tools to support learning and mentoring activities
- Program website with secure login for participants ongoing development
- Program evaluation

## Outcomes

The outcomes from the Preceptor Leadership Program include:

### *For organisations:*

- Provide nursing leadership development opportunities for preceptors.
- Foster a spirit of ongoing development and visibility of the importance of the role of preceptor.
- Positively influence the recruitment, retention and engagement of the future nursing workforce.

### *For individuals:*

- Develop leadership skills and behaviours relevant to the role of preceptor.
- Gain confidence, competence and support in the role of the preceptor.
- Positively influence the experience of the future nursing workforce.

Participants are also exposed to **contemporary Australian research in nursing competence models** as part of the Program, and receive a Certificate of Participation with Continuing Nursing Education points.

## Next Steps

Contact the Australian Mentor Centre on 1800 100 848 or [info@australianmentorcentre.com.au](mailto:info@australianmentorcentre.com.au).