

# Cultivating and Defending Brave Healing Spaces:

Training Nurse Leaders on Developing and Maintaining a Healthy Workplace Culture

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## 01. Introduction/Background

Effective nursing leadership is a cornerstone of healthcare transformation, influencing organizational culture, staff well-being, and patient outcomes. This abstract introduces a comprehensive exploration of training on nursing leadership strategies focused on active listening, storytelling, personality typing, workplace violence prevention, and trauma-informed care of staff for the cultivation of a healthy workplace culture.



## 02. Purpose & Aims

This initiative seeks to equip nursing leaders with diverse skills and approaches that address critical aspects of healthcare workforce culture transformation.

## 03. Methodology

This initiative began in June of 2023 with an in-person beta group of nurse leaders from diverse backgrounds, education, and work environments. This group met weekly for two hours a week for six weeks. After each session, participants assessed the effectiveness of this course in meeting its objectives and offering usable tools for leaders to utilize in transforming their workplace culture. After completing the training portion, participants gathered monthly for three months and received coaching support to integrated course materials into their leadership practice.

Drawing on evidence-based practices, this initiative combines leadership development workshops, educational modules, one-on-one coaching, and practical training sessions.

Cultivating a healthy workplace culture has been shown to require more than promoting work-life balance, recognition programs, and job satisfaction initiatives we typically discuss. This course invites nurse leaders to build brave (psychologically safe), connected (healthy communication and support leading to emotional and intellectual connection), and empowered (provision of tools and support needed for workplace success) workplace cultures.

Course topics include the integration of active listening techniques and the power of storytelling to enhance leaders' self-awareness, as well as communication skills that help foster empathy and connection. Personality typing workshops provide insights into individual and team dynamics, promoting effective collaboration and understanding.

The initiative incorporates strategies for prevention, intervention, and support to improve workplace violence. Trauma-informed care principles are applied to patient interactions and the well-being of nursing staff, recognizing and mitigating the impact of workplace stressors.

## 04. Results

Using a post-course evaluation tool and participant interviews,, Initial study results indicate positive shifts in leadership approaches and workplace culture, with participants self-reporting increased self-awareness and confidence in utilizing the course tools to navigate challenging situations with their team.

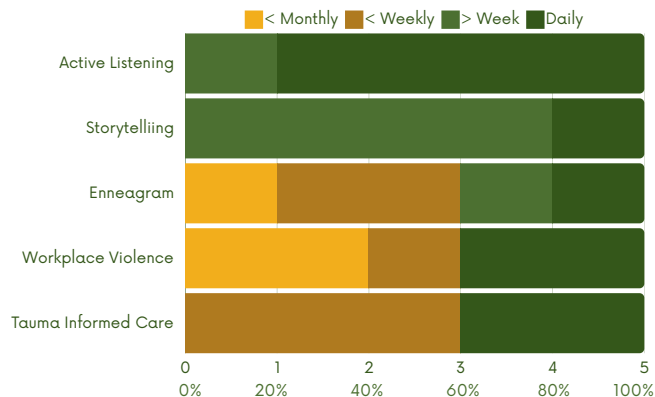
## 05. Analysis

- Course participants come from various professional backgrounds, including in-patient pediatrics and adult care, outpatient case management, and public and private health systems.
- Participants have a median average of fifteen years of nursing experience and a median average of ten years in nursing leadership roles.
- Participants completed course surveys immediately following each section at the end of the course and six months post-course to determine the course's impact on nurse leaders and their teams.

### Impact of Teachings



### Usage of Teachings



## 06. Conclusion

This initiative, though in the early stages, shows training nurse leaders on using active listening, storytelling, personality typing, workplace violence prevention, and trauma-informed care increases the leaders' self-awareness and confidence in developing a strategy to transform their healthy workplace culture.

## 07. Practice Implications

This initiative demonstrates that nurse leadership training that engages and integrates these critical aspects (active listening, storytelling, personality typing, workplace violence prevention, and trauma-informed care) empowers nursing leaders to develop and maintain workplace environments that rejuvenate and empower their staff and contribute to enhanced patient care and overall healthcare excellence.

## 08. References

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