



DOROTHY M. WYLIE NURSING LEADERSHIP INSTITUTE

Summer 2004

Real change is more like the cattle drive in City Slickersriders weaving all about and falling off...than it is like the parade ground discipline in A Few Good Men.

Rick Reichard, OD Consultant Annapolis.

Greetings Colleagues,

It is awhile since we have been in touch. Time does march on and the To Do List never seems to get any shorter.

We are so pleased to report that the Leadership Institutes that are in progress and planned for the future continue to be fully subscribed with wonderful, dynamic and committed nurse leaders from across the country. **The next Institute #7 is scheduled for October 2004 with #8 on its heels in May, 2005.** There are still a few places open for next May so please be in touch with Doug if you know people who are hoping to attend. Doug is at drosser@firststageinc.com.

Important News and Notes

New Digs and Contact Information for Judy

Judy and Ron have moved into a lovely new home in Penetanguishene and have new contact information. You can reach Judy at:

Judith Skelton-Green, RN, PhD. President, TRANSITIONS: HOD Consultants Inc
8 Beck Blvd - Unit 10. Penetanguishene, ON L9M 1C3

Phone: 705-549-7749 Fax: 705-549-9806

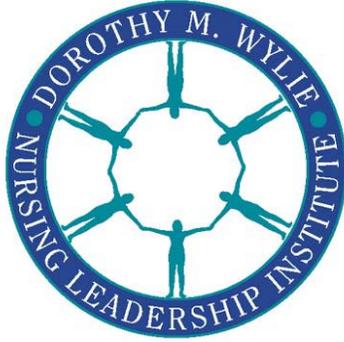
Email: judith.skelton-green@transitions-hod.ca

Every Nurse is a Leader

In a number of Institute sessions, Colin Holbrow offered an extremely popular and powerful group and individual personal development session on executive coaching, Colin has now joined forces with nurse and fellow coach Liliane de Vries to offer groups or organizations a package of six monthly workshops. The workshops are designed for groups of 10 or more people to provide you and your staff with the fun, learning and determination you need and deserve. The workshops focus on values, stress management, communication, work/life balance, and work overload. Each individual participant also receives six confidential, one-on-one coaching sessions to support your quest to reach and sustain excellence in leadership.

For more information contact 416.410.4091 or Colin.Holbrow@sympatico.ca

LEADERSHIP



DOROTHY M. WYLIE NURSING LEADERSHIP INSTITUTE

Continuing Research

We are delighted to advise you that **Dr. Linda O'Brien-Pallas** – through her joint roles as CHSRF/CIHR Chair in Nursing Health Human Resources and Co-Director of the Nursing Health Services Research Unit (University of Toronto site) - has worked with the DMW-NLI facilitators to design and conduct a **longitudinal study of Institute participants**.

The overall purpose of the study is to determine if changes in self-report leadership behaviours occur over time, to follow the career paths of nurses who attended the DMW-NLI over time and to obtain feedback on the extent to which the DMW-NLI realized its goals. All graduates of the DMW-NLI will be invited to participate in an on-line survey, annually for three years. We are hoping to begin this fall. For recent NLI graduates, the survey process will begin approximately one year after completion of the follow-up weekend. For the first through fourth cohorts, the process will begin this fall. You can anticipate hearing from the Nursing Health Services Research Unit this fall regarding the first survey. We invite all of you to participate. This research will help assure that the DMW-NLI evolves in the best possible ways to serve the country's future nurse leaders.

Presentation at HWE Conference

We have been invited to present the **Institute's Change Leadership Model** at the Healthy Work Environments Conference in November. The conference will be held November 17 and 18 in Toronto at the Markham Conference Centre and Spa. It promises to be an excellent conference. The full overview of the conference can be found at www.rnao.org. We hope to be able to organize an **opportunity before or after the conference for DMW-NLI alumni** to get together to further discussion and learning about leadership.

Big Rocks

One day a time management expert was speaking to a group of leaders. "Time for a quiz", he said. He pulled out a 1 gallon wide-mouthed jar and set it on the table in front of him. He produced a dozen fist-sized rocks and carefully placed them inside the jar, one at a time. When the jar was filled to the top and no more rocks could fit into it he asked, "is this jar filled?" And everyone said "Yes". "Really", he said and reached under the table and pulled out a bucket of gravel. He dumped some gravel into the jar, shook it causing the gravel to work its way among the rocks. "Is this jar filled?" he asked. By this time they were onto him and answered. "Probably not". "Good" he said and reached for a bucket of sand which he dumped into the spaces among the rocks and gravel. Once more: "is this jar filled?" and they answered "NO!" "Good", he said and produced a pitcher of water which he proceeded to pour into the jar and until it was filled to the brim. "What is the point of this illustration?", he asked. One eager beaver said "No matter how full your schedule is, you can always fit more". "No", he cried. "The truth to this illustration teaches us that if you don't put the big rocks in first, you will never get them in at all!". **"What are the big rocks in your life and your work? Time with loved ones? Your education and learning? Coaching, developing and mentoring others? Remember to put these big rocks in first"**, he said "or you'll never get them in at all"

1185 Eglinton Ave East. Toronto. ON. M3C 3C6
416 426-7234 drosser@firststageinc.com