Carry Your Candle...and Light the Way

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The initial goal and purpose of this symposium was to develop a structured leadership class to prepare support charge nurses for the challenges they face in today's healthcare environment. Using a transformational leadership framework aligned with the Professional Practice Model (PPM): The Compass, a content outline was developed for the charge nurse's role. The focus was based on the charge nurse's role using the following components: autonomy, accountability, critical thinking, crucial conversations, innovation, productivity, coaching and mentoring, healthy work environment principles and shared governance. This would ultimately optimize the Neuroscience/Spine Unit and Inpatient Rehabilitation Unit charge nurse's professional function.

Evidence was used to identify competencies and develop a mechanism soliciting key input from charge nurses. Content was structured to align with the St. Cloud Hospital Nursing Professional Practice Model: The Compass. The theme for the symposium was to Carry your Candle...and Light The Way to successful leadership within the Neuroscience/Spine/Rehabilitation Care Center.

**Symposium Outline**
- Empowering Charge Nurses as Leaders
  - Open Dialogue Principles
  - Elements for Culture of Engagement
  - Components of Teamwork
  - Crucial Conversation Expectations
- Charge Nurse Responsibilities
  - Code Situation Roles
- Expectations of the Charge Nurse Role within the PPM
  - Nursing Care Delivery
  - Exemplary Professional Practice
  - Shared Governance
- Nursing Informatics
  - Hours per patient day (HPPD) principles and methodology
  - Correlation of HPPD and Budget

**References**