Key Term Review

- **Career broadening** is a gift senior leaders can bestow on future leaders by giving them the time, energy, advice, and experiences needed to gain competencies.
- The **clinical nurse leader role** is designed to provide leadership at the critical point of client care.
- **Demand forecasting** is when an organization anticipates the leadership workforce that it will need to carry out its mission.

Leadership Development Exercises

Leadership Development Exercise 23-1

a. Interview a nurse leader about his or her succession plan.
b. Share your findings with at least two colleagues.

Leadership Development Exercise 23-2

a. Pair off with a classmate, and role-play a job interview to develop a nurse leader using suggestions found in this chapter.
b. Obtain feedback from the other person about what you played well and what you need to improve.
c. Replay the scene.
d. Switch role and discuss.
e. Replay the scene again, if needed.

Leadership Development Exercise 23-3

a. Identify which of the four strategies suggested by Sherman and Bishop (2007) operate in your organization.
b. Devise a plan to integrate the missing strategies in your organization.
c. Share your findings with at least two colleagues.
d. **Optional:** Identify a plan to help integrate the missing strategies in your organization.

Advanced Leadership Development Exercises

Leadership Development Exercise 23-4

a. Teach a group of less experienced nurse leaders about succession planning.
b. Obtain feedback from your learners.
c. Share your findings with at least two colleagues.

Leadership Development Exercise 23-5

a. Develop a problem statement for a research study related to succession planning.
b. Share your problem statement with a more skilled nurse researcher, and obtain feedback.
c. Revise your problem statement, if necessary.
d. Share your problem statement with at least two colleagues.

Leadership Development Exercise 23-6

a. Develop a research project for testing some aspect of succession planning.
b. Share your project with a more experienced nurse researcher, and obtain feedback.
c. Revise your project as necessary.

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