



# Associate Nurse Manager Fellowship Program

This 12-month structured fellowship program is designed to prepare Associate Nurse Managers (ANMs) with foundational leadership, team development, financial literacy, and strategic leadership skills. The curriculum integrates didactic learning, Lippincott resources, and simulation-based training to provide experiential learning with structured feedback.



# Associate Nurse Manager Fellowship Program: The 3 Skills

## Technical



- Foundations of Self & Role
- Staffing ratios & acuity-based tools- Clarifying roles
- Flexing staff by census and skill mix
- Quality, Safety & Outcomes
- Linking metrics to reimbursement
- Cost avoidance through safety & improvement projects

## Human



- Leading with Emotional Intelligence
- Getting Things Done
- Crucial Conversations for Mastering Dialogue
- The Legal Side of Managing
- Performance Challenge
- Hiring Top Talent

## Strategy



Next Phase Under Construction



# Associate Nurse Manager Fellowship Program

## Month 1

### Orientation, Kick-off and Foundations of Self & Role

Build leadership identity, self-awareness, and role clarity.

- Fellowship launch & expectations.
- Simulation: Orientation role-play (introducing self to staff & leaders).
- Workshop: Staffing models with case-based exercises.
- Relational leadership & psychological safety.
- Staffing ratios & acuity-based tools- Clarifying roles.
- Lippincott: Effective Nurse Staffing, HR Management.
- Flexing staff by census and skill mix.
- Role of ANM in hospital structure.
- Lippincott: The Nurse Manager Role Lesson, Intro to Leadership.
- Learning Map: I Am the U, We Care, New Leader Experience (NLE).

## Month 2

### Leading with Emotional Intelligence

Leaders examine the significance of emotional intelligence, gain insight into how emotions influence personal effectiveness and trust-building, and learn techniques to enhance their EI skills.

- Learn the importance of Emotional Intelligence and develop awareness of the impact of emotions to build personal effectiveness and trusting relationships with key stakeholders.
- Explore tips, tools, and strategies for developing emotional intelligence.

~ 3 hours

## Month 3

### Quality, Safety & Outcomes

- Linking metrics to reimbursement.
- Cost avoidance through safety & improvement projects.
- Workshop: RCA and quality dashboard review.
- Lippincott: Regulatory Readiness, Core Measures, Patient Safety Program.

~ 3 Hours

## Month 4

### The Legal Side of Managing

Leaders explore the legal foundations of employment practices and gain practical insights into managing workplace risks and employee relations. This session equips leaders with essential knowledge to navigate compliance and foster a fair and respectful work environment.

- Understand the legal framework surrounding equal employment and how it impacts leadership responsibilities.
- Learn strategies for managing risk and handling employee relations effectively and lawfully.

~ 3 Hours

## Month 5

### Getting Things Done

This session focuses on the human side of leadership, empowering leaders to drive performance through goal setting, delegation, coaching, and meaningful conversations. Leaders will learn how to align efforts with organizational priorities and support team growth through recognition and feedback.

- Drive performance through goal setting, delegation, and coaching.
- Align team efforts with organizational needs.
- Foster growth through recognition and smart conversations.

~ 3 Hours



# Associate Nurse Manager Fellowship Program

Month 6

## Technical TBD

TBD



Month 7

## Performance Challenge

Leaders strengthen their ability to address performance issues with confidence and clarity. This session focuses on coaching techniques, managing team members discipline, and documenting performance-related conversations to support accountability and growth.

- Apply effective coaching strategies to guide team members development and performance improvement.
- Understand the principles of employee discipline and how to approach challenging conversations.
- Learn best practices for documentation to ensure clarity, consistency, and legal compliance.

~ 3 hours



Month 8

## Technical TBD

TBD



Month 9 & 10

## Crucial Conversations for Mastering Dialogue

This award-winning course teaches leaders and professionals how to navigate high-stakes, emotionally charged, or risky conversations with confidence and skill. Grounded in over 30 years of social science research, the program equips participants with nine powerful communication techniques to foster open dialogue, resolve conflict, and drive meaningful outcomes.

- Improved communication and collaboration.
- Stronger relationships and team alignment.
- Enhanced ability to handle conflict constructively.
- Better decision-making and execution.

~ 2 Days



Month 11

## Hiring Top Talent

This program prepares participants to attract and select top-tier candidates using proven recruitment strategies and behavioral interviewing techniques. It emphasizes practical tools for effective interviews and informed hiring decisions that align with organizational goals.

- Apply best practices in recruitment and selection to support the hiring of top talent.
- Understand legal responsibilities in the hiring process to ensure compliance and fairness.
- Translate job "fit" elements into clear and relevant selection criteria.
- Conduct effective behavioral interviews using open-ended, probing, and reflective questions.

~ 3 Hours



Month 12

## The Journey Forward: Reflect, Commit, Graduate

- Bringing It All Together, Call to Action & Commitments
- Graduation

~ 3 Hours

