AMSN REAL BRIEF™

Rapid Education Abridged Lecture

The Leadership Engine: Nurses, Clinical Leadership, and High Performance
Presented by Lynn D. Sprayberry, PhD, RN
During the 2019 Annual Convention

Summary: Noel Tichy's Leadership Engine Model is presented as a leadership structure that can inspire and empower entire healthcare organizations to achieve high performance and outstanding clinical outcomes.

Nursing Implications:

- Front-line nurses are an untapped source of brain power for resolving complex healthcare issues.
- Better patient outcomes are achieved through shared leadership models.
- Successful implementation of the Leadership Engine Model will significantly improve morale, engagement, and retention among direct-care nurses.

Key Takeaways:

- Performance goals, patients' experience of care, and clinical outcomes will improve significantly under the Leadership Engine Model.
- Hierarchical leadership structures are ineffective in Knowledge-Intensive hospital environments.
- Shared leadership and organizational values are critical to improving the morale, retention, and engagement of front-line professional nurses.
- Authentic care cannot be forced or regulated; it is inspired by nurse leaders.

Link: **https://library.amsn.org/amsn/sessions/5388/view**

References:
DeRose, C. & Tichy, N.(2012). *Judgment on the Front Line: How Smart Companies Win By Trusting Their People*. London, UK: Penguin Books.

Tichy, N. (1997) *The Leadership Engine: How Winning Companies Build Leaders at Every Level*. New York, NY: Harper Collins.

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