**Abstract Title:** YOU are a Leader!

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**Abstract (200 words)**

Registered Nurses are responsible and accountable for meeting their professional standards and competencies. It is mandatory in Saskatchewan, Canada each year for RNs to review the standards and competencies and reflect on how they meet the competencies. RNs must demonstrate professional leadership by:

1. Building relationships and trust;
2. Creating an empowering environment
3. Supporting knowledge development and integration within the health care team
4. Leading and sustaining change; and
5. Balancing competing values and priorities.

The Registered Nurses Association of Ontario (RNAO), Canada have developed many Clinical Best Practices Guidelines and Health Work Environment (HWE) Best Practice Guidelines (BPG). One of the RNAO HWE BPGs is called *Developing and Sustaining Nursing Leadership (2013).* This BPG addresses each of the leadership competencies and gives individual examples of how nurses can meet these competencies. The BPGs are based on evidence and give recommendations for individuals, educational programs, organizations and governments, but this presentation will focus on the individual and team strategies that are recommended based on the evidence.

This presentation will give an overview of the guideline and the recommendations for implementation. Participants will leave with some concrete examples of how they can demonstrate professional leadership and enhance their own practice.

Keywords—Leadership, Nurses, Best Practice Guidelines

**Professional Biography (127 words)**

Dr. Karen Eisler has been a RN for over 40 years. She has worked as a clinical RN for 20 years in ICU and Emergency in an acute care hospital in Regina and for 20 years primarily in Administrative positions. The most recent was as the Executive Director of the Saskatchewan Registered Nurses' Association. Currently, Dr Eisler is the Associate Dean (Student Affairs) at the University of Regina in Regina, Saskatchewan. Karen's master thesis and doctoral research was about nursing leadership. The results indicated that managers' use of transformational leadership practices can affect the staff nurses' perception of the quality of

patient care on a unit. Her research interest is in nursing leadership related to patient and staff outcomes, quality workplaces and provincial and national nursing regulation.



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