
A specialized course to advance your nursing leadership skills and competencies in the evolving world of healthcare.

EXECUTIVE SUMMARY

Overview

Synova is the premier nurse leader education company committed to creating a culture where nursing leaders are highly skilled to lead teams successfully while enjoying their experience and finding fulfillment in their roles. Building upon Synova's current success in positively impacting the healthcare leadership landscape, Synova is partnering with Cy Wakeman, Reality Based Leadership CEO and Founder. The mission is to develop modern leaders capable of leading great teams to deliver on organizational goals and excellence in patient outcomes. Together Synova and the Reality-Based Leadership team will provide a leadership development program that teaches leaders to facilitate accountability while fostering engagement, ensuring the well-being of team members, and the achievement of leadership goals.

The Problem

Synova is committed to delivering exceptional experiences that empower, energize, and transform nurse leaders. There's no doubt that the healthcare industry is experiencing challenging times. Leaders face rising expectations, rapidly evolving policies, high rates of staff turnover, all the while being asked to do more with less. Challenging times like these call for a radically new approach—a Reality-Based Revolution!

To meet the current and future challenges, we need nurse leaders who are able to recreate mindsets, their own and that of others, in order to change their organization's culture and develop teams who succeed despite their circumstances. We need staff who understand their true value and are passionate about what they do.

The nurse leadership programs and certification programs that are currently available over-focus on technical, clinical, and operational skills such as financial management, human resource management, performance, and technology. Synova is filling the gap by providing exceptional education in areas of culture, leadership, team development, networking, and career fulfillment. Our program design will give nurse leaders the foundation to create highly effective teams and sought after places to work.

The Solution - The Reality-Based Nurse Leadership Course

Synova, along with internationally renowned author, speaker and leadership development consultant, Cy Wakeman, will provide a modern leadership philosophy that is evidenced based, grounded in human behavior and mental health best practices. Our solution will help leaders manage the energy of people rather than managing people so that we can walk through this new world more skillfully.

The virtual program will consist of:

- Five - 3 hour interactive learning sessions with Cy Wakeman
- Five - 1.5 hour group coaching sessions with Cy Wakeman

- Books and support materials

The curriculum will focus on providing tools and actionable strategies that are proven to work and can be applied immediately in the workplace. Here is an outline of what our program will entail:

- A methodology for building sustainable resilience that propels growth without burnout
- Self reflection techniques to learn how to evolve your mindset and the mindset of others
- Strategies to develop accountability in your unit and nursing teams with high staff engagement
- Business readiness philosophy, a proactive approach to for resilience and adapting to change
- Twelve core tools of the Reality-Based Nurse Leadership (RBNL), toolkit to impact your teams in measurable ways

Highlights

At Synova's 25th Perinatal Leadership Forum Dena Carey and the Virginia Hospital Center (VHC) team shared their story about building the Women and Infants Health Center Service Line from the ground up. When interviewed about their journey, several team members attributed a great deal of their success to the Reality-Based Leadership philosophy and to the use of Cy's Reality-Based Leadership tools and messaging.

The team identified the following RBNL items as key to growing and improving the Women and Infants Service line at Virginia Hospital Center:

- Bypassing the ego and ditching the drama
- Finding the right person with the right passion for the position without sacrificing for short term gain
- Fostering accountability through self reflection and clear feedback

The Targeted areas for improvement were:

- High staff turnover
- Low patient experience scores
- An abundance of travel staff
- Low Staff engagement levels
- Poor Collaboration

We asked how the VHC journey may have been different if some one like Cy Wakeman was a resource, here is what they shared:

- Having an outside person would have been beneficial because the success of the organization is the overall goal
- An external person can help align different department goals and how those goals fit with one another
- Identifying pitfalls sooner because of a global perspective
- Helping with the true stories versus ego created stories

The outcomes shared by the VHC team were:



Keys to Success

Synova is honored to partner with Cy Wakeman who has over 25 years of experience in leadership development specific to the healthcare industry. Cy presented at the 25th Perinatal Leadership Forum and her message clearly resonated with all attendees. Every attendee was totally captivated with Cy's message, we all wanted more! And, Cy was also captivated and moved by the energy in the room. Supporting nursing leadership has always been near and dear to Cy's heart. The energy in the room at the Synova conference was so moving that as Cy headed off the stage, she had tears in her eyes and said, "I want to partner with you and ensure that nurse leaders are developed and well supported to do the great work they are being called up to do." And that is exactly what we are going to do with Synova and Cy's new "Reality Based Nurse Leadership Program."

This certificate program is designed for you, to help you answer the call to greatness being issued to you and your team. With our amazing nurse leaders and Synova's partnership with Cy, we are confident that we can change the future of nursing leadership. The program is the foundation and first step in obtaining your Synova Nurse Leadership Certification (SNLC).

Financial & Value Highlights

\$5000 per person

Space is limited to 50 leaders per cohort

Cohort Provides 22.5 nursing contact hours

Cohort meets requirements for completion of Synova Nurse Leadership Certification

Cohort Session Schedule

JANUARY 2023

Learning Session 1 – Wednesday, January 18, 2023 @ 2pm-5pm CST

Coaching Session 1 – Wednesday, January 25, 2023 @ 2pm-3:30pm CST

FEBRUARY 2023

Learning Session 2 – Wednesday, February 1, 2023 @ 2pm-5pm CST

Coaching Session 2 – Wednesday, February 8, 2023, @ 2pm-3:30pm CST

Learning Session 3 – Wednesday, February 15, 2023 @ 2pm-5pm CST

Coaching Session 3 – Wednesday, February 22, 2023 @ 2pm-3:30pm CST

MARCH 2023

Coaching Session 4 – Wednesday, March 1, 2023 @ 2pm-5pm CST

Learning Session 4 – Wednesday, March 8, 2023 @ 2pm-3:30pm CST

Coaching Session 5 – Wednesday, March 15, 2023 @ 2pm-5pm CST

Learning Session 5 – Friday, March 17, 2023 @ 2pm-3:30pm CST

**If a session is missed, participants can make up the session by watching the recorded session on demand.*

Next Steps

Signing up for the Reality-Based Nurse Leadership Cohort is simple. Simply click here to complete your registration form online and submit your payment electronically.

To Register Visit: <https://www.synovaassociates.com/reality-based-nurse-leadership-registration/>