Emerging Leader Fellowship

Offered by Synova Associates and the National Association of Neonatal Nurses

PROGRAM OVERVIEW

2026

PROGRAM DIRECTORS

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National Association of Neonatal Nurses

SYNOVA
ADVANCING NURSE LEADERSHIP

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Course Description

The Emerging Leader Fellowship is a 5-month joint program between Synova Associates and the National Association of Neonatal Nurses. The purpose of the Emerging Leader Fellowship is to provide nurses with a unique learning structure devised to maximize their leadership potential personally and professionally. Skills attained will prepare participants to thrive in today's fast-paced, rapidly evolving healthcare environment. Participants will develop and implement a project designed to improve outcomes in their various healthcare settings.

Program Objectives

Upon successful completion of this program, the fellow will be able to:

1. Unleash leadership potential, recognizing the uniqueness of each individual's experience, strengths, and way of BEING
2. Create an environment that fosters
    - Learning from each other
    - Authenticity and trust
    - Meaningful and truthful conversations that explore the core of individual leaders
3. 'Keep it real'; Be comfortable to get 'messy' in the realities of leadership
4. Consciously explore the 'who', (and the 'what') of leadership
5. Through this journey, participants will discover the best in themselves that enables them to thrive and flourish in a leadership role
6. Develop competencies for leadership opportunities, inclusive of all nurses, in every role, in every care delivery setting and professional associations
7. Demonstrate leadership competencies through a QI / Program Development project
8. Apply leadership practices and ways of BEING to share in group coaching sessions

Fellow Expectations

1. Fellows are encouraged to 'show up' fully present, willfully engaged, and free of distractions, visually present to each other
2. Fellows are committed to open, honest, and authentic interactions, actively participating in a psychologically safe, shared learning and discovery environment.
3. Fellows are committed to their growth and development, dedicating the time for reflection and preparation, in and between sessions, to foster a greater understanding of leadership competencies, practices and ways of BEING, that enable and empower their best leader self.
4. Fellows will define their best leader self, setting personal expectations of what they strive to realize through the program.
5. Fellows will clearly communicate their 'why' in participating, bringing clarity to their meaningfulness of their intentions.

6. Fellows will complete a Quality Improvement (QI) project utilizing the Model for Improvement from the Institute for Healthcare Improvement that will showcase leadership growth
    - QI project will:
        i. Explore a current issue for improvement
        ii. Demonstrate leadership role in the change / improvement process
        iii. Present how issue was addressed
        iv. Outline outcomes that were achieved
7. To honor the objectives, expectations, and experience for each participant
    - Attendance is expected at all sessions
        i. Absences are understandable and will be granted, as needed, for up to 2 sessions
        ii. Attendance is encouraged and supported by their organizational sponsor
    - Complete all activities associated with each topic presentation
8. Participants must be a member of NANN in good standing throughout the duration of the Emerging Leader Fellowship

Fellowship Program Structure

The program structure is designed to be interactive and engaging each week

- Week 1 - Webinar / discussion
- Week 2 - Coaching sessions with participants split into 2 groups
- Week 3 – Complete assignments / reflections in LMS
- Group Me to facilitate connections throughout the program at the frequency set by participants

Fellowship Program Schedule

Session 1: Leading hArtfully; Uncovering Magnificence

Webinar/Discussion – February 18 @ 4-5:30 pm CST
- Leading hArtfully
  - Magnificence
  - Discovering the Best in Others
- Strengths Assessment & Well-BEING
- Desired State – Bringing clarity to your best leader self
  - Getting Comfortable, Confident & Competent in your leadership

Coaching Session – February 25 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of March 1
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 2: Connecting & Communicating

Webinar/Discussion – March 11 @ 4-5:30 pm CST
- Creating trust through everyday connections and conversations
- Crucial (but not difficult) conversations
- BEING Coach-like
- Encouraging at all levels; Everyone matters
- Linking to Operational Leadership
  - How connecting and communicating influence day-to-day operations
  - Professional presence / effective presentations

Coaching Session – March 18 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of March 22
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 3: The Science of Moving Forward

Webinar/Discussion – April 1 @ 4-5:30 pm CST
- Prioritizing and managing projects
- Change leadership and Span of control
- Honoring commitments and accountability

Coaching Session – April 8 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of April 12
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 4: Creating a Welcoming Environment

Webinar/Discussion – April 22 @ 4-5:30 pm CST
- Importance of DEI in Leadership

Coaching Session – April 29 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of May 3
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 5: Leading Emotional Intelligently

Webinar/Discussion – May 13 @ 4-5:30 pm CST
- EI Assessment
- The Ins and Outs of EI

Coaching Session – May 20 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of May 24
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 6: Operations Leadership

Webinar/Discussion – June 3 @ 4-5:30 pm CST
- Knowledge, Understanding, Doing, Delegating – Leading Effectively to Get it Done
- The Language of Finance – Building a Business Case for Optimum Performance
- Budgeting 101
  - Creating and managing a budget
  - Why bother?
  - The Ying and Yang of staffing models
- Effective Scheduling Guidelines

Coaching Session – June 10 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of June 14
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 7: Advancing Your Leadership and Your Profession

Webinar/Discussion – June 24 @ 4-5:30 pm CST
- Expanding Your Leadership Aligned with Your Desired Leader State

Coaching Session – July 1 @ 4-5 pm CST
- Acknowledge, Discover, Reflect, and Act (ADRA)

Article/Podcast/Video – Week of July 5
- Write a descriptive post using a Do, Be, Reflect approach
  - Respond to at least one peer's post

Session 8: Disseminations & Celebrations

Webinar/Discussion – July 14 & 15 @ 4-5:30 pm CST
- Disseminate projects; Sharing with Others
- Celebrating emerging leaders

Program Directors

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