

# CLINICAL NURSE MANAGER SUCCESSION PROGRAM: EVOLVING THE TALENT FROM WITHIN

Rubie Rose Costales MSN, RN, PMH-BC, NPD-BC  
[Rubierose.costales@aah.org](mailto:Rubierose.costales@aah.org)  
 Nursing Education Professional Development  
 Advocate Support Center

## Background

- 28% of nurse managers intend to leave within 2 years and 72% to leave in 5 years (Martin and O’Shea, 2021).
- There are limited studies on Nurse Manager succession planning, and benefits such as decrease onboarding cost, improved patient outcomes, improved perception of manager effectiveness and improved confidence of Nurse manager or aspirant have been demonstrated with succession studies (LaCross et al., 2019).
- Survey results showed 50% of nurse leaders are unaware of a Clinical Nurse Manager Succession program within the organization and 60% of current nurse leaders has not had a direct conversation regarding succession planning and leadership pathways.

## Purpose

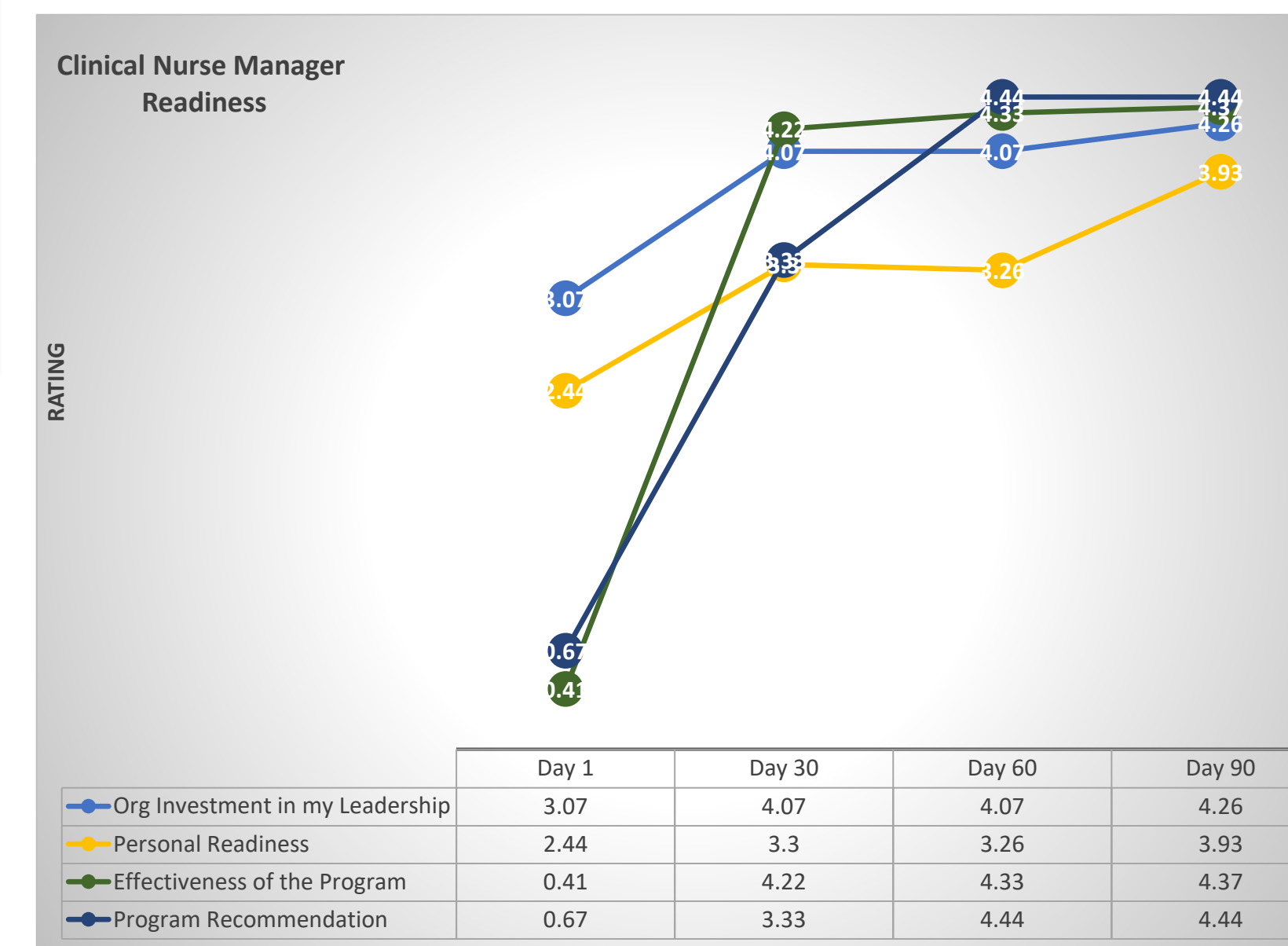
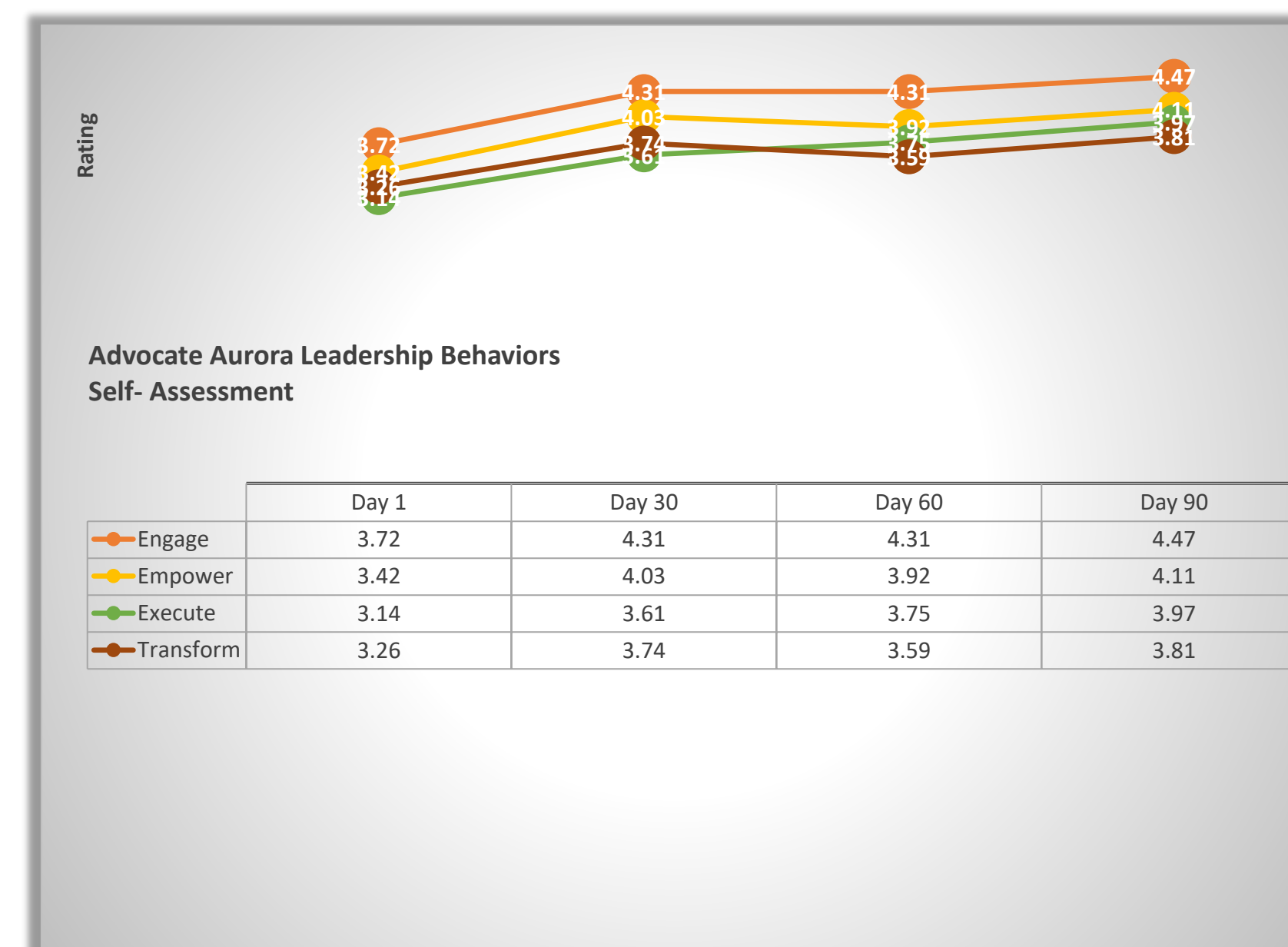
- Increase Nurse Manager Readiness and Perception
- Increase ratings in Advocate Aurora Health (AAH) Leadership Behavior Assessment overtime
- Improve retention rates

## Methods

- 90-day self-paced development program was implemented to evaluate the effectiveness of a CNMSP to participants perceive readiness to transition to a nurse manager role and confidence in the organization’s expected leadership behaviors.
- A validated nurse manager readiness survey and leadership behavior self- assessment were administered every 30 days during the CNMSP program. Retention rates are evaluated after one year of program completion.

## Results

- 9 participants successfully completed the program. Survey results demonstrated CNMSP increased participants perceived readiness to transition to a clinical nurse manager role from 2.44 in Day 1 to 3.93 in Day 90 based on a Likert scale. Increased confidence in areas of leadership behaviors is evident in the self-assessment results.
- One participant assumed an interim role, and another transitioned to a leadership position towards the end of the program.

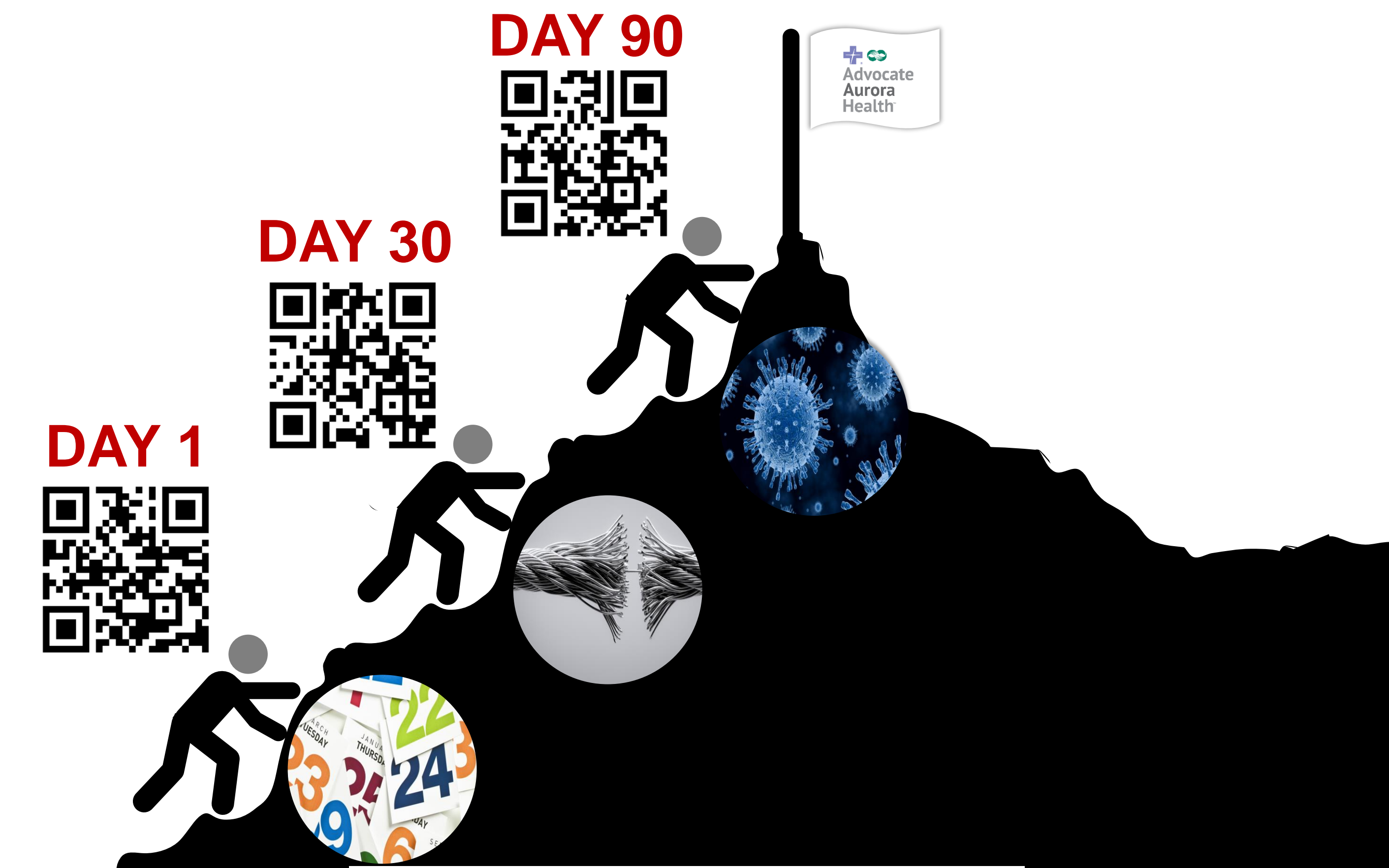


## Conclusions

- **Clinical Nurse Manager Succession Program increased perceived readiness to transition to a manager role and improved self-assessments of leadership behaviors.**
- The CNMSP demonstrated positive results in perceived readiness to transition to a manager role and confidence in leadership behaviors.
- Survey results showed 100% of participants agreed the CNMSP is effective and recommends being implemented across the organization.

## Barriers

Scan QR codes to view 3 barriers



## Implications for Practice

- There is a need to address nurse manager turnover. CNMSP was developed to train and evolve aspirants who can transition to manager roles.
- Succession programs benefits include decrease onboarding costs, improved outcomes and increase staff morale.

## References


Information and references available upon request: [rubierose.costales@aah.org](mailto:rubierose.costales@aah.org)

## Acknowledgements

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**CONGRATULATIONS**



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