

# Supporting and developing the next generation of nursing and midwifery academic leaders

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Council of Deans Nursing and Midwifery (Australia & New Zealand)

## Background:

The Council of Deans of Nursing and Midwifery (Australia & New Zealand) (CDNM) is the leading voice for scholarship and innovation in nursing and midwifery education in Australia and New Zealand (NZ). CDNM provides leadership to academics in higher education institutions offering programmes leading to registration as a nurse or midwife. CDNM is committed to developing the next generation of nursing and midwifery education leaders through the funding and delivery of the 'Aspiring Deans Programme'.



## Key programme activities:

- Executive coaching and leadership diagnostics
- Mentorship from a CDNM member
- Attendance at CDNM meetings
- Attendance at local and national leadership forums where key nursing and midwifery practice, policy, research and education decisions are made
- Development of a career plan determining short, medium and long-term goals
- Identify leadership professional development needs
- Contribute to CDNM strategic activities

## Evaluation feedback identified:

- Participation supported career planning and development
- Broadened understanding of the political environment, as well as education and health sectors
- Skills in leading teams
- Improved confidence
- Increased size and scale of networks
- Better understanding of leadership styles
- Some mentees were promoted following participation in the programme



## Applications were requested from those:

- Employed as an academic at an Australian or NZ university that is a member of CDNM
- Who aspired to a leadership role within higher education in nursing and/or midwifery
- Nominated by the Dean or Head of School of a CDNM member institution
- Whose host institution will fund time and associated expenses

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“Helped me clearly frame the areas where I need to develop further”

“As a result of this programme, I was appointed as a Bachelor of Nursing Programme Coordinator”

“The Aspiring Deans programme helped me build useful connections with other leaders in nursing education”

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- 2020 Aspiring Deans Programme Participants



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