



SCAN ME



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Nurses and midwives comprise half of the global healthcare workforce yet remain severely under-represented in senior leadership roles. A comprehensive Global Nurse Leadership Competency Framework has been developed to address this longstanding issue. This framework, developed over two years through a multi-stage research and review process, is rooted in globally accepted evidence of effectiveness. Spearheaded by Sigma Theta Tau International Honor Society of Nursing (Sigma) and supported by the Johnson & Johnson Foundation, it is a beacon for both new clinical nurses and experienced academic nurses and leaders seeking to shape and strengthen their leadership capabilities.

In collaboration with global nursing leaders from many organizations and universities, our team, backed by a master's prepared librarian, embarked on an intensive literature search. Surprisingly, only 26 papers in healthcare leadership literature were identified based on evidence rather than expert opinion. Ten were deemed relevant, offering competency-based frameworks for nursing and other healthcare fields. The frameworks laid the groundwork for our Global Nurse Leadership Competency Framework, which seeks to strengthen leadership through seven key domains: strategy in leading self and others, collaboration, communication, transformation and change, governance, professional ethics, and evidence-based decision-making.

Recognizing the evolving landscape of healthcare, we identified crucial perspectives, or "lenses," critical for nurse leaders. These lenses – diversity and inclusion, political savvy, and systems thinking – provide a future-oriented outlook, addressing emerging issues vital to healthcare system development. In a world reshaped by the COVID-19 pandemic, nurse leaders must equip themselves with these competencies to effectively navigate today's health challenges and contribute to the well-being of patients, communities, and societies.

We engaged 14 subject matter experts (SMEs) from diverse global backgrounds to refine the competencies, representing nursing organizations, higher education, and high-level clinical practice. Two rounds of a Delphi survey provided invaluable feedback, enabling us to tailor competencies for relevance and importance. In collaboration with SMEs, the core team categorized competencies and provided behavioral indicators for four proficiency levels: novice, competent, expert, and luminary.

Currently undergoing testing, the Global Nurse Leadership Competency Framework is designed to be a living document, continuously evolving based on user feedback. To ensure global reach, it is available in eight languages: Arabic, Chinese, English, French, German, Portuguese, Russian, and Spanish. This framework is freely accessible to nurses worldwide, and we encourage active participation and feedback to enrich our collective leadership knowledge.

As nurses embark on their professional journey, consider the Global Nurse Leadership Competency Framework as a guide. Visit www.sigmanursing.org/gnlcf to access this invaluable resource. Let us collectively shape the future of nursing leadership and bridge the gap in senior roles by utilizing and contributing to this dynamic framework. Individual nurse feedback will make this document a living testament to the strength and capabilities of the global nursing community.

The framework has many applications as a self-assessment by individual nurses, organizations, and schools of nursing wishing to develop or revise their leadership programs. It can be utilized by employers to support the leadership development of their staff. Employing the global nurse leadership competency framework establishes a solid evidence-based strategy, equipping nurses universally to nurture the skills and confidence crucial for embodying compassionate, thoughtful, and innovative leadership. It positions nurses as valuable contributors and aligns with the profession's overarching commitment to achieving universal health coverage -.

