

EMPOWERMENT FROM WITHIN

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In an effort to engage our informal nurse leader's in leadership training, we adapted John Maxwell's acronym "BEST" for the nurturing of potential leaders from his book *Developing the Leaders Around You* (1995). The goal of our outpatient PACU's management team was to create a healthy work environment beginning with the American Association of Critical-Care Nurses (AACN) Standard 6: Authentic Leadership.

Seven high-achieving nurses who demonstrated leadership ability were provided the opportunity to participate in the newly formed leadership team. Over the course of a year, the team met monthly for two hours. Each meeting consisted of either an outside speaker or a management presentation. The team was also encouraged to establish mentoring relationships with each other. For continued development, the leadership team was sponsored to attend a leadership conference of the Texas Association of PeriAnesthesia Nurses (TAPAN) and was sent to institutional developmental classes. At year's end, a leadership development luncheon was sponsored to celebrate the Unit Leadership Councils accomplishments.

Post implementation, an anonymous survey was sent to the Unit Leadership Council to assess their personal level of perceived leadership development. Eight surveys were distributed with a 100% response rate. Results demonstrated that the Unit Leadership Council members each felt that the program was beneficial to their leadership development.

Results demonstrated that the Unit Leadership Council members each felt that the program was beneficial to their leadership development. As PACU managers, we would like to recommend that PACU managers consider implementing a similar program in their settings.