Eleni Flanagan

Abstract

Nurse turnover is a global concern having significant effect on patient safety and the financial environment of healthcare organizations. Nurse managers directly influence the unit environment impacting nurse turnover. Leadership development has been shown to support nurse managers’ knowledge and confidence in their role. The authors describe how mentoring and cohort-based learning is an effective approach to new nurse manager development. Building the leadership capacity of nurse managers can lead to improved nurse retention rates.