# Strategic Competencies

## Community Building and Collaboration

Professional or volunteer experience supporting local groups, organizations, committees, or individuals.

- Involvement in local advocacy efforts
- Participation on a family advisory or hospital advisory group
- Leadership experience within a local NANN chapter
- Team-oriented initiatives in which diversity of thought, backgrounds, race/ethnicities are valued and leveraged
- Involvement in or distinction of Six Sigma, Magnet, or other hospital designations

## Mentoring and Leadership Development

Engaging individually and/or encouraging others to pursue new skills through professional development activities, mentoring, or coaching.

- Mentor or precept a novice nurse, or APRN
- Participation in hospital leadership development activities, such as chairing a committee, or leading an orientation, serving as a charge nurse; and/or engagement in diversity, equity, and inclusion education or training
- Experience with formal leadership training as a participant or instructor
- Participation in school or college of nursing leadership development activities such as chairing a committee at the school, campus, or national level
- Regional, national, or international presentations on neonatal topics
- Participating in or conducting research in diversity, equity, inclusion, and belonging education or training

## Workforce Development

Advocating for the continuous education and development of the neonatal nursing practice and profession.

- Advocated for the nursing profession at various levels: unit, institution (i.e. hospital, schools of nursing, etc.), municipality, state, national, or international
- Possesses foresight about the future health care environments for which neonatal nurses and/or advanced practice nurses will become educated, trained, and employed
- Experience creating a culture where diverse backgrounds are valued and leveraged within the neonatal profession
- Formal teaching appointment in school or college of nursing

## Experience Developing, Critiquing, and Reviewing Neonatal Products

Providing clinical knowledge that leads to the development or advancement of neonatal standards, evidence-based practice, or neonatal products and services.

- Serving as an editor, contributing author, or reviewer on a scholarly neonatal publication
- Providing neonatal expertise to industry, hospitals, or allied health organizations or associations
- Developing nursing or patient education and training, including but not limited to education around diversity, equity, and inclusion
- Serving on a certification board or as faculty for a certification review course