

## ERA+ Clinical Leadership in Nursing Education Competency Framework



DOMAIN	COMPETENCE	DESCRIPTION OF THE COMPETENCE
Professional nursing	Clinical competence	<b>Clinical competence in specific clinical area</b> Ability to demonstrate clinical knowledge and skills in general nursing and in specific clinical areas
		<b>Nursing process</b> Ability to assess, plan, implement and evaluate nursing care
		<b>Health promotion</b> Ability to promote health, communicate effectively and therapeutically with patients, share clinical information, and provide appropriate support.
	Quality management competence	<b>Quality of care</b> Ability to monitor and facilitate quality of care
		<b>Patient safety</b> Ability to provide and enhance safe care
	Evidence based practice-competence	<b>Evidence based practice</b> Ability to provide evidence-based care
	Decision making competence	<b>Critical thinking</b> Ability to think, reflect and evaluate critically and systematically
		<b>Decision making</b> Ability to make decisions
		<b>Problem solving</b> Ability to prevent and solve problems and unpredictable situations
	Self-development competence	<b>Continuous professional development</b> Willing to educate oneself, professional development
Communication and collaboration	Communication competence	<b>Effective communication</b> Ability to communicate effectively,
		<b>Dialogical competence</b> Ability to engage in open, constructive, and reflective communication by asking questions, sharing opinions, listening actively
	Collaboration competence	<b>Interprofessional collaboration</b> Ability to collaborate inter-professionally
		<b>Professional collaboration</b> Ability to establish professional relationships and networks

<b>DOMAIN</b>	<b>COMPETENCE</b>	<b>DESCRIPTION OF THE COMPETENCE</b>
<b>Innovation and change</b>	<b>Visioning competence</b>	<b><i>Future-oriented thinking</i></b> Ability to vision and set directions
		<b><i>Understanding the big picture</i></b> Ability to form a comprehensive understanding of a situation by considering multiple perspectives
		<b><i>Finding innovative approaches</i></b> Ability to discover new ways of working
		<b><i>Questioning</i></b> Ability to think critically and open-mindedly by questioning established practices and identifying inefficiencies.
	<b>Change management competence</b>	<b><i>Initiating change</i></b> Ability to initiate change
		<b><i>Advocating change</i></b> ability to advocate for change
		<b><i>Implementing change</i></b> Ability to implement change
<b>Influencing and advocacy</b>	<b>Influencing competence</b>	<b><i>Influencing others</i></b> Ability to influence and inspire others
		<b><i>Motivating others</i></b> Ability to motivate and empowering others
	<b>Patient advocacy competence</b>	<b><i>Patient advocacy</i></b> Ability to advocate for patients
	<b>Team leadership</b>	<b>Team leadership competence</b>
<b><i>Team coordination</i></b> Ability to coordinate team		
<b><i>Positive working atmosphere</i></b> Ability to promote positive working atmosphere		
<b>Guidance competence</b>		<b><i>Supervision</i></b> Ability to supervise others
		<b><i>Mentoring</i></b> Ability to mentor and coach others and promote their autonomy and responsibility at work
		<b>Ethics</b>
<b><i>Professional integrity and accountability</i></b> Ability to demonstrate accountability and integrity by aligning words with actions, admitting mistakes, and maintaining self-awareness of both strengths and limitations.		



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