



ERA+ Clinical Leadership in Nursing Education Competency Framework

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



		Understanding the big picture Ability to form a comprehensive understanding of a situation by considering multiple perspectives
		Finding innovative approaches Ability to discover new ways of working
		Questioning Ability to think critically and open-mindedly by questioning established practices and identifying inefficiencies.
	Change management competence	Initiating change Ability to initiate change
		Advocating change ability to advocate for change
		Implementing change Ability to implement change
Influencing and advocacy	Influencing competence	Influencing others Ability to influence and inspire others
		Motivating others Ability to motivate and empowering others
	Patient advocacy competence	Patient advocacy Ability to advocate for patients
Team leadership	Team leadership competence	Team formation Ability to form a team
		Team coordination Ability to coordinate team
		Positive working atmosphere Ability to promote positive working atmosphere
	Guidance competence	Supervision Ability to supervise others
		Mentoring Ability to mentor and coach others and promote their autonomy and responsibility at work
Ethics	Ethical competence	Ethical principles and values Ability to lead and work based on ethical principles and nursing values
		Professional integrity and accountability Ability to demonstrate accountability and integrity by aligning words with actions, admitting mistakes, and maintaining self-awareness of both strengths and limitations.