

ERA+ Clinical Leadership in Nursing Education

Clinical leadership competence framework

Niina Glerean, PhD, RN, PHN, Senior Lecturer, Laurea University of Applied Sciences
An Vandervoort, PhD, RN, Lecturer, University Colleges Leuven-Limburg
Birgit Van Biesbroeck, MSc, RN, Lecturer, University Colleges Leuven-Limburg,
Valerie Heymans
Cindy
Daniel Ferreira, MSc, RN, Lecturer, Cooperativa de Ensino Superior Politécnico e Universitário (CESPU), Portugal
Ana Teixeira, PhD, RN, Lecturer, University of Minho, Portugal
Mika Alastalo, PhD, RN, Principal Lecturer, Laurea University of Applied Sciences

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DOMAIN	COMPETENCE	DESCRIPTION OF THE COMPETENCE
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.
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
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 intiate 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
		Supervision Ability to supervise others
	Guidance competence	***Mentoring*** Ability to mentor and coach others and promote their autonomy and responsibility at work
		Effective communication Ability to communicate effectively,
Communication and collaboration	**Communication competence**	***Dialogical competence*** Ability to engage in open, constructive, and reflective communication by asking questions, sharing opinions, listening actively
		Interprofessional collaboration Ability to collaborate inter-professionally
	Collaboration competence	***Professional collaboration*** Ability to establish professional relationships and networks


Clinical Leadership Competence in Nursing
Professional nursing
Clinical competence
Quality management competence
Evidence based practice-competence
Decision making competence
Self-development competence
Innovation & change
Visioning competence
Change management competence
Influencing & advocacy
Influencing competence
Patient advocacy competence
Team leadership
Team leadership competence
Guidance competence
Communication & collaboration
Communication competence
Collaboration competence
Ethics
Ethical competence