


Storytelling as a Pedagogy for Teaching Leadership Competencies


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Standards/Competencies: Guide for Curriculum and Practice

- AACN The Essentials
 - Domain 5 Quality & Safety
 - Domain 6 Interprofessional Partnerships
 - Domain 7 Systems-Based Practice
 - Domain 10 Personal, Professional, and Leadership Development
- AONL Nurse Manager Competencies
 - Financial Management
 - Human Resource Management
 - Performance Improvement
 - Strategic Management

(AACN, 2021; AONL, 2015)




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Storytelling

- Teaching theoretical aspects of leadership/corresponding competencies and skills is difficult r/t abstract nature of content
- learning styles differ among individuals
- Storytelling has been identified as a successful teaching pedagogy
 - elicits engagement/ emotions from the listener
 - promoting dialogues
 - establishes connection
 - fosters a non-judgmental environment for sharing of ideas
 - Uses cultural and experiential context rather than providing facts alone
 - listener uses imagination to consider the components of the story while reflecting on their history, experiences, values, and beliefs

[Aurá, 2021; Cleverley-Thompson, 2018; Cross, 2017; Haigh, 2011]



History of Storytelling

- human beings have built their social structures through stories
- exists in all cultures to pass traditions and customs between generations
- be embraced as a teaching tool through a virtual learning platform during the on-going Coronavirus Pandemic
- opportunity for the listener to explore new information based in the context of the listener's past



(Davis et al., 2021; Magos, 2020; Timbrell, 2017)

Science of Storytelling

- Evolution has hard-wired brain to think in terms of stories
- cortical and subcortical areas of the brain activate simultaneously
- mental images take shape as the listener begins to assimilate descriptors and conveyed feelings from within the narrative to mentally experience the story firsthand




(Haven, 2007; McDowell et al., 2017)

Storytelling in Leadership

- telling a compelling story is how you build credibility for yourself and your ideas
- inspire an audience / lead an organization
- leadership stories varies and includes:
 - establishing culture,
 - setting vision,
 - motivating, inspiring followers,
 - teaching skills,
 - reducing conflict,
 - influencing health policy



(Cleverley-Thompson, 2018; Gotheff, 2020)




Ethical Considerations of Storytelling

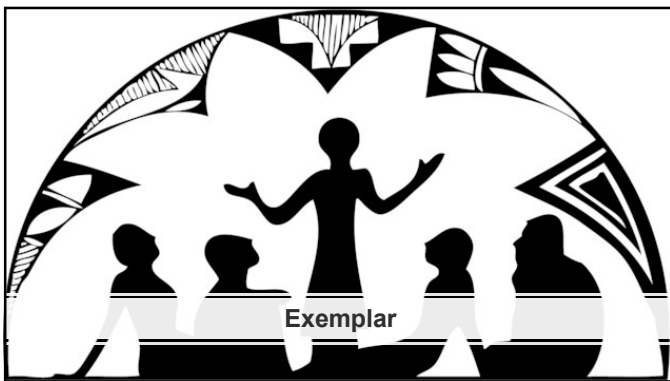
- lend credibility to the storyteller
- avoid social missteps
- seek permissions and credit all sources when content belongs to another individual, culture, or institution
- anonymity of actual persons or institutions
- Respectfulness and mindfulness surrounding concepts of race, gender, sexual orientation, religion, and ethnicity

Dynamic Triangle

- recounting,
- listening,
- story



<http://truestorieshonesties.blogspot.com/2014/11/ask-storyteller-story-triangle.html>



Exemplar



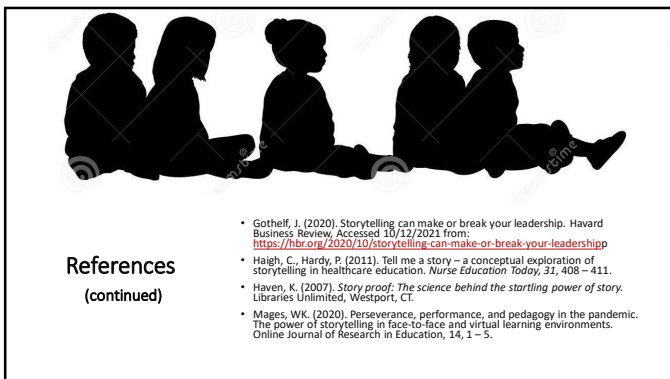
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Thank you!