



Association for Leadership Science in Nursing

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An interview with

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Tell us a little about your career path, background, and interest in advancing the science of nursing leadership.

I started as an RN in Med/Surg then worked in various acute care settings. I became a charge nurse which led to advancing management roles including Clinical Nurse Specialist, Manager, Director, Service Line Administrator, and Chief Nursing Officer. I also taught part-time for a few years as a clinical instructor and later served as Adjunct Faculty in undergraduate- and graduate-level courses in healthcare. I moved to a full-time faculty role at Kennesaw State four years ago.

I received an MSN in Nursing Administration, an MBA while serving as a Service Line Leader, and then a Ph.D. in Nursing while I worked full-time as a CNO. I became certified as a nurse executive leader many years ago.

I have supported many leaders who were working on advancing their education. Mentoring and developing staff and leaders was my passion when I worked as a nurse leader and continues to be my passion in my academic role.

How did you hear about ALSN and what has been your experience with this organization?

A colleague of mine recommended ALSN membership to me. She felt it would be a good opportunity for me to network and expand my worldview and she was so right; I believe ALSN is by far the best nursing organization

I have ever been a part of! I joined the ALSN Research Committee and have had the opportunity to participate in and lead research teams that have contributed significantly to my growth and development in research and am proud to be a team member for some of the upcoming research projects we are conducting.

Networking within ALSN has allowed me to meet impressive leaders and colleagues who share my research interests and who also have introduced me to others to expand my network. I just cannot say enough about the benefit to me professionally from joining ALSN.

How did you become interested in the study of nursing leadership?

I was fortunate to have strong mentoring as a nurse leader early in my career and understand how that gave me a solid foundation of knowledge to build my career upon. I want to do that for others. I see so many needs and gaps in the research on mentoring both staff and leaders, but especially leaders. Many years ago, we developed structured programs for mentoring staff. Why has that not been the case for nursing leaders? Although some organizations do have great programs and models, there is a lack of consistency and accessibility for all leaders for structured support programs and formal mentoring. I am passionate about developing our future leaders in nursing.

One of our goals is to create a better balance between academic and practice partners. What are your ideas on how this should be accomplished?

I think ALSN is making great strides in this area, and the more we focus on partnering opportunities through research we will continue development in this area. Should we be asking practice partners what they need from an organization like ours and how can we support them? How do we highlight and disseminate best practices? Faculty and administrative leadership in the academic environment foster and reinforce healthy partnership.

What are three things about you that you would like the ALSN membership to know?

I have 3 amazing grandchildren who rule my world! Two girls 4 years old and 2 years old and one grandson who is 3 months old. Grandparenting is every bit as wonderful as people have told me it would be!

Never stop learning or being curious. That is what keeps me motivated and moving forward to help develop nurses of the future. Impacting the future is what I strive for now through my students in helping give them tools for their long-term success as a leader.

ALSN is like many things in life you get out of it what you put into it! It can be the most valuable professional resource you will ever have. The opportunities are endless.

Anything to add?

I welcome the opportunity to partner with anyone else globally on research projects and programs that aim to mentor nurse leaders. I want to expand my work into other areas of the country, and partner with fellow researchers who share my interests!