



# CARES Leadership Coaching Roadmap

Empowering Nurse Leaders for Fulfillment, Impact, and Resilience

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## Overview:

A structured and reflective coaching journey built around the CARES model – Clarity, Authenticity, Resourcefulness, Execution, and Sustainability – to create empowered, resilient, and values-driven nurse leaders. Each phase builds upon the last to support sustainable transformation.

## Program Flow:

Each phase includes coaching work, outcomes, and tactical tools/practices.

Phase	Coaching Focus	Key Outcomes
<b>C – Clarity</b>	Define leadership identity, uncover values, clarify purpose	Leaders articulate a compelling vision and what matters most
<b>A – Authenticity</b>	Align actions with values, foster trust, lead with integrity	Boost confidence, authentic connections, greater emotional and social intelligence
<b>R – Resourcefulness</b>	Cultivate strengths, tap into support, reframe challenges	Strengthened problem-solving and adaptability, team engagement, empowerment, and creativity
<b>E – Execution</b>	Translate vision into action, establish accountability systems	Tangible progress on goals, empowered decision making
<b>S – Sustainability</b>	Embed habits, build capacity for continued improvement, influence culture	Sustained performance, enhanced well-being, positive team climate

## Coaching Format:

- **1:1 Virtual Coaching (biweekly)**
- Choose from **3-month (CARES Lite)** or **6-month (CARES Full)** journeys
- Supportive readings
- CARES Leadership Reflection worksheet
- CARES Self-Assessment tool

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## Success Measures:

- Personal clarity and fulfillment scores (pre/post)
- 360 feedback on leadership alignment and team culture
- Progress on individualized leadership action plans
- Staff engagement metrics (qualitative & quantitative)

## Evidence-Based Support for CARES (Brief)

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