

## **Establish a leadership structure to guide the work**

The leadership team should start with a core group of five to seven individuals. This group must include community college and university representatives. You may consider the inclusion of a practice representative (employer of nurses) at this stage. The core leadership team should define the intent and goals of the academic progression work, and assure alignment amongst the leadership team. This alignment may be best captured in a succinct written statement that the leadership team agrees to. As the work matures, a much broader group of leaders will be required to conceptualize, develop, and implement the work. For better team dynamics and decision making, try to establish a committee with an odd number of representatives, and ideally more than three individuals.