



Organization of Nurse Leaders | New England

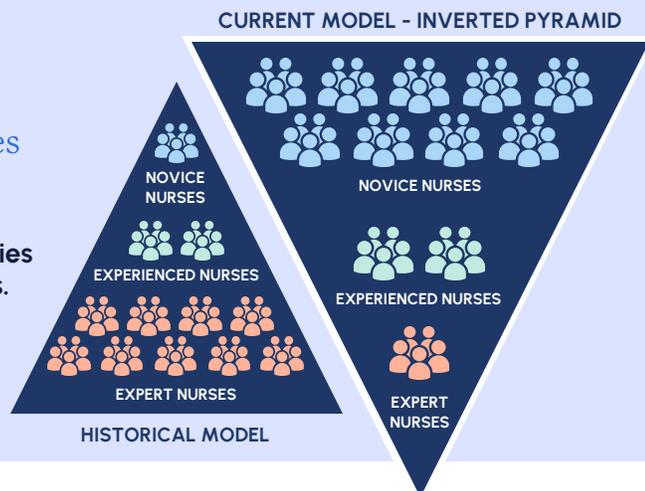
The Inverted Pyramid: Leading Teams of Novice Nurses

Wednesday, June 17, 2026 · 9:30 a.m. - 12:00 p.m. ET via Zoom

Nursing faces a structural crisis in many healthcare settings as patient acuity has risen, and staff experience has declined. Historically, a solid base of veteran "expert" nurses supported a small group of novices. Today, the model has flipped into an inverted pyramid. Most frontline nurses in acute care environments are novice clinicians, supported by a shrinking minority of experienced clinicians.

Today's "inverted pyramid" nursing workforce—in which there are more novice nurses than experienced clinicians—means nurse leaders need different strategies to ensure safety and quality care on their units.

This interactive workshop provides leaders with concrete strategies to manage patient care and coach clinically inexperienced teams. Participants will learn how to rebuild systems of safety to ensure quality care in an environment where experienced nurses are rare and at a premium.



Rose Sherman, Ed.D, RN, NEA-BC, FAAN
Nursing Leadership Development Expert & Author

Dr. Rose Sherman is nationally known for her innovative work helping nursing leaders develop leadership and coaching skills. Rose is an emeritus professor at the Christine E. Lynn College of Nursing at Florida Atlantic University and currently serves as a faculty member in the Marian K. Shaughnessy Nursing Leadership Academy at Case Western Reserve University. Previously, she was a nurse leader with the Department of Veterans Affairs for 25 years. She is Editor-in-Chief of *Nurse Leader*, has authored three best-selling nursing leadership books, and is author of the popular nursing blog, www.emergingrnleader.com. She is also a Gallup-certified strengths coach.

Program Logistics

- Target Audience: Nurse leaders at all levels of leadership and nurse educators.
- Contact Hours: 2.5 Contact Hours will be awarded for participation.
- Registration fee: \$125 per person, or \$1000 for 10 people.
- Groups: To register a group, [download our sign-up form](#).

Register now!

[oonl.org/
inverted-pyramid-
june-2026](https://oonl.org/inverted-pyramid-june-2026)

Space is limited.