

# JONA

*Innovations in Healthcare Executive Leadership and Management*

June 2006  
Volume 36  
Number 6

## Articles

### **Leadership Succession Planning: An Evidence-based Approach for Managing the Future** 292

*Richard W. Redman, PhD, RN*

### **Succession Planning: Multilevel Organizational Strategies for the New Workforce** 298

*Edna Cadmus, PhD, RN, CNAA*

### **Nurse Executives' Perspectives on Succession Planning** 304

*Marjorie Beyers, PhD, RN, FAAN*

### **Succession Planning and Individual Development** 313

*Kelly A. Goudreau, DSN, RN, CNS; Jacalyn Hardy, MEd*

### **Using an Executive Coach to Increase Leadership Effectiveness** 319

*Patricia Reid Ponte, DNSc, RN, FAAN; Anne Harvey Gross, MS, RN, CNAA;*

*Andrea Galante, BSN, RN; Greer Glazer, PhD, RN, CNP, FAAN*

### **Leading Tomorrow's Healthcare Organizations: Strategies and Tactics for Effective Succession Planning** 325

*Ann Scott Blouin, PhD, RN; Kathryn J. McDonagh, PhD, RN, FAAN;*

*Allyson M. Neistadt, MPH; Bradley Helfand, MA, MPH*

### **Investment in the Future: A 3-Level Approach for Developing the Healthcare Leaders of Tomorrow** 331

*Gail A. Wolf, DNS, RN, FAAN; Judy Bradle, BA; Pamela Greenhouse, MBA*

## Departments

### **Guest Editorial**

#### **It's Time to Be Strategic** 285

*Linda D. Urden, DNSc, RN, CNA, BC, FAAN*

### **Research Reflections**

#### **Mentoring the Next Generation of Systems Researchers** 288

*Mary R. Lynn, PhD, RN*

#### **Instructions for Authors** 297

#### **Call for Manuscripts** 312

---

*JONA* is a member benefit of the American Organization of Nurse Executives, the Council on Graduate Education for Administration in Nursing, and the Association of California Nurse Leaders. *JONA* is offered to AONE, CGEAN, and ACNL members at a reduced rate.

---

Proud Platinum Sponsor of  
 **NURSES**  
for a Healthier Tomorrow

New! Individuals receive online access with their paid print subscription. Visit the journal Web site ([www.jonajournal.com](http://www.jonajournal.com)) and activate your subscription online via the REGISTER button on the top menu bar. You will need your 12-digit subscriber number which can be found on your journal mailing label.