Sustaining Heritage & Inspiring Nurses to Excel (SHINE)
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Introduction
The provision of support and training to Advanced Practice Nurses (APN) has been identified as one of the major training needs in Tseung Kwan O Hospital in 2013. A work group under the Nursing Training & Development Subcommittee was set up for the planning and implementation of a 12 month experiential programme named “Sustaining Heritage & Inspiring Nurses to Excel (SHINE)” targeted at APNs with 2-5 experience.

Objectives
1. To facilitate APNs to take up roles in nursing professional development
2. To familiarize APNs with the hospital operation systems
3. To equip APNs to be change agents for continuous quality improvement

Methodology
Hospital Visit: -Visit (1/2 day) to HKU Shenzhen Hospital 4. Project Management: -participants worked in groups of 3-5, each under a project leader. Projects: (1) Nurse Graduates Induction and training programme, (2) Supporting Staff Recruitment & Retention Programme, (3) Community Health Promotion Programme

**Result**
11 APNs completed this program 4 APNs participated in Nurse Graduates Induction and training program (2 Intake with 84 nurse graduates) as course coordinator, speaker, advisor 4 APNs participated in Supporting Staff Recruitment & Retention Program, partaken in 2 recruitment boards, organized 5 orientation programs, 3 customer service workshop and a lunch gathering to supporting staffs 3 APNs organized 2 Community Health Promotion Projects 1 兒童飲食營養樂 with 100 attendances, 2 乳您有約 with 30 attendances. An inspiration nursing stories webpage was established Evaluation 100% of participants find Learning from Health Services Leaders provided inspiration 87.5% of participants find Tutorials are practical 100% of participants find Hospital Visit can eye widening on health care services delivered in different model 100% of participants find Project Management can enhance their event planning and coordination, collaboration skills 87.5% of participants find that SHINE is useful