

Nurse Leaders in the Boardroom: Impacting Change through Broader Spheres of Influence

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THE
FRAN ROBERTS
GROUP

“While nurses act in leadership roles in many healthcare settings, they remain largely overlooked for board positions – the highest level of organizational leadership.

A recent survey of more than 1,000 hospital boards (AHA 2011) found that just 6 percent of board members were nurses; 20 percent were physicians.”

-Hassmiller and Coombs

Getting on Boards

- Presbyterian Health Services
- Carondelet Health Network (Ascension)
- Mercy Care
- Sante'

Core Competencies – AHA's Center for Health

Knowledge and Skill Competencies

- Healthcare Delivery and Performance
- Business and Finance
- Human Resources

Personal Capabilities Competencies

- Accountability
- Achievement orientation
- Change leadership
- Collaboration
- Community orientation
- Complexity management
- Information seeking
- Innovative thinking
- Organizational awareness
- Professionalism
- Relationship building
- Strategic orientation
- Talent development
- Team leadership

Fran's Additional Competencies

- Healthcare interpreter / translator
- Expert at “connecting the dots”
- Clear and strong advocate for quality care and patient safety
- Strategic and selective advocacy

“It is key that nurses be as involved as physicians, and I think boards should understand that the performance of the organization depends as much on the well-being, engagement and capabilities of nursing and nurse leaders as it does on physicians.

I would encourage much closer relationships between nursing and the board. ”

-Dr. Donald Berwick