

FUTURE OF NURSING™
Campaign for Action



Robert Wood Johnson Foundation

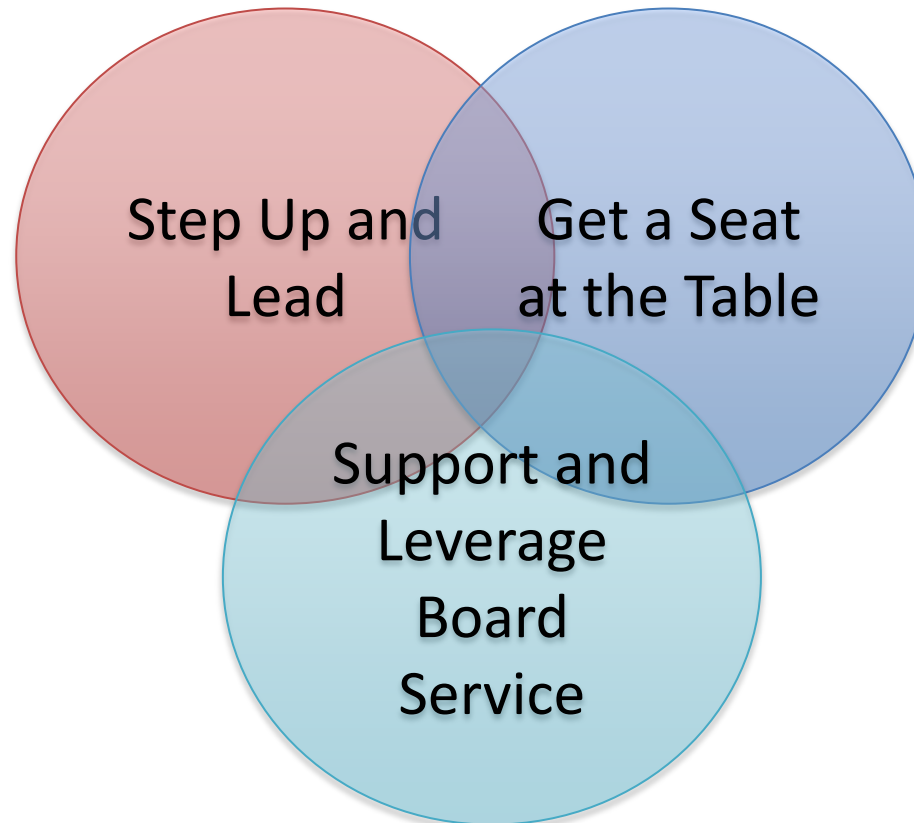


National Strategy Framework for
Increasing Nurses on Boards
January 13-14, 2014

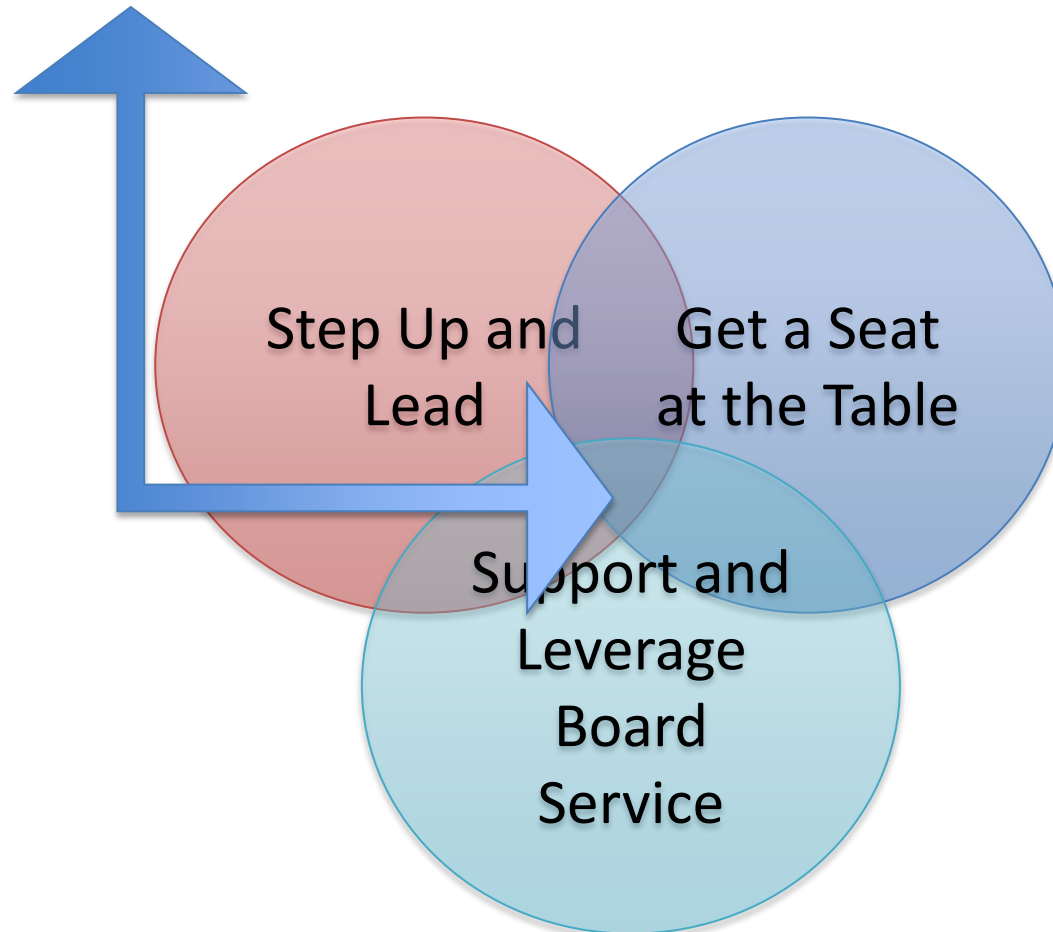
To increase the number of nurses on hospital/health system boards, policy boards and commissions.

- **Why Focus on This?**
 - Nurse leaders can provide a valuable perspective that balances the imperative for quality patient outcomes with business needs of health care . Their role in decision-making can also have a direct impact on the quality and safety of care.
- **From the IOM Report**
 - *“As leaders, nurses must act as full partners in redesign efforts, be accountable for their own contributions to delivering high-quality care, and work collaboratively with leaders from other health professions.” (Institute of Medicine 2010)*

Framework for a National Strategy
to Increase Number of Nurses
on Health System Boards, Commissions and Other Policy Boards



Health Care Transformation



Framework for a National Strategy
to Increase Number of Nurses on Boards and Commissions

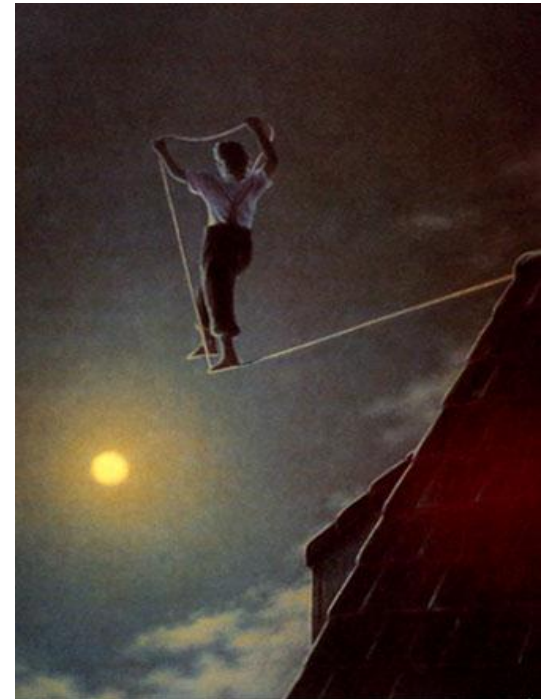
Principles of Participation

- Roles
- Expectations
- Introductions
- Handout Materials

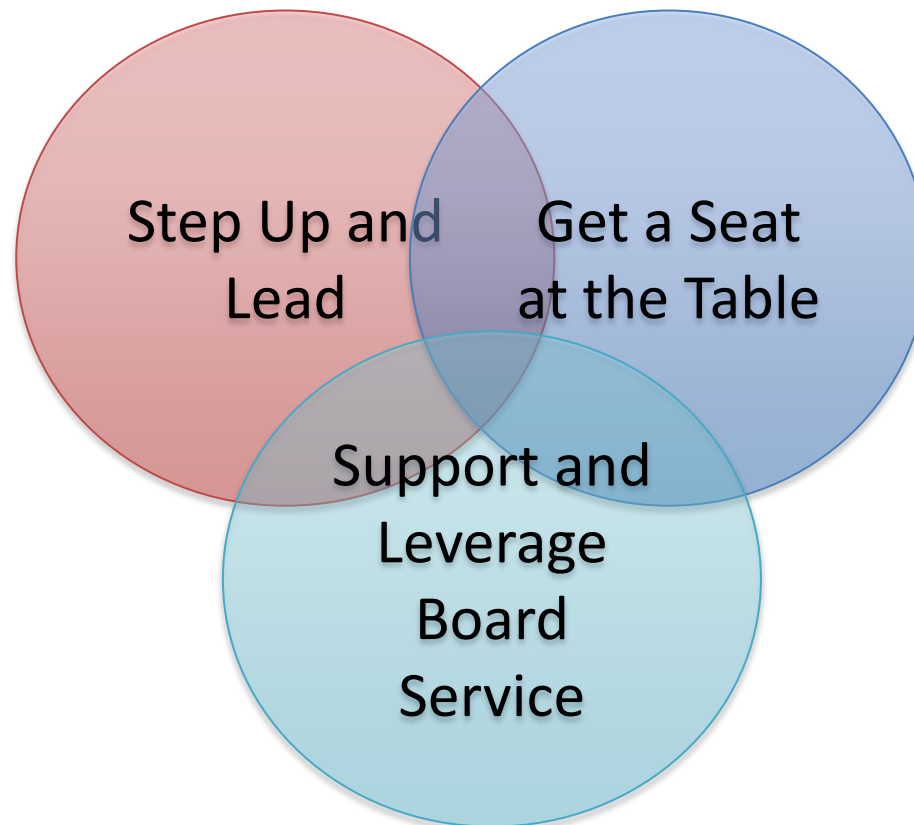


Opening Question

“What leadership attribute/skill/talent do you bring with you today to help us with the work of this meeting?”



Framework for a National Strategy
to Increase Number of Nurses
on Health System Boards, Commissions and Other Policy Boards



How Are We Going to Develop a National Strategy to Move More Nurse Leaders onto Boards?

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Start the discussion using the following framework that has 3 major aspects:

Step 1: Step up and lead.

Step 2: Get in the room and a seat at the table.

Step 3: Provide support and leverage board service.

Ultimate Goal: Transform health and health care.

- Your role:
 - Identify any other key components that need to be included in the framework.
 - Build strategies and action steps for each framework component.
- Each table will work on all three parts of the framework:
 - **Step up and lead.**
 - **Get in the room and a seat at the table.**
 - **Provide support and leverage board service.**

Think Tank Directions





Our Great Ideas Parking Lot

At each Think Tank record great ideas as they come up in your group even if they may not be related to the topic under discussion!



Common Problems We Encounter

Note at each Think Tank Table problems/ issues you discover you have in common.

Directions for Building a National Strategy

Each Table

- Appoint a computer scribe
- Elect a reporter
- Discuss and identify at least 2-3 key strategies on a national level and actions steps for each
- Save to flash drive
- Take to Meredith & Dilly to download

Timing

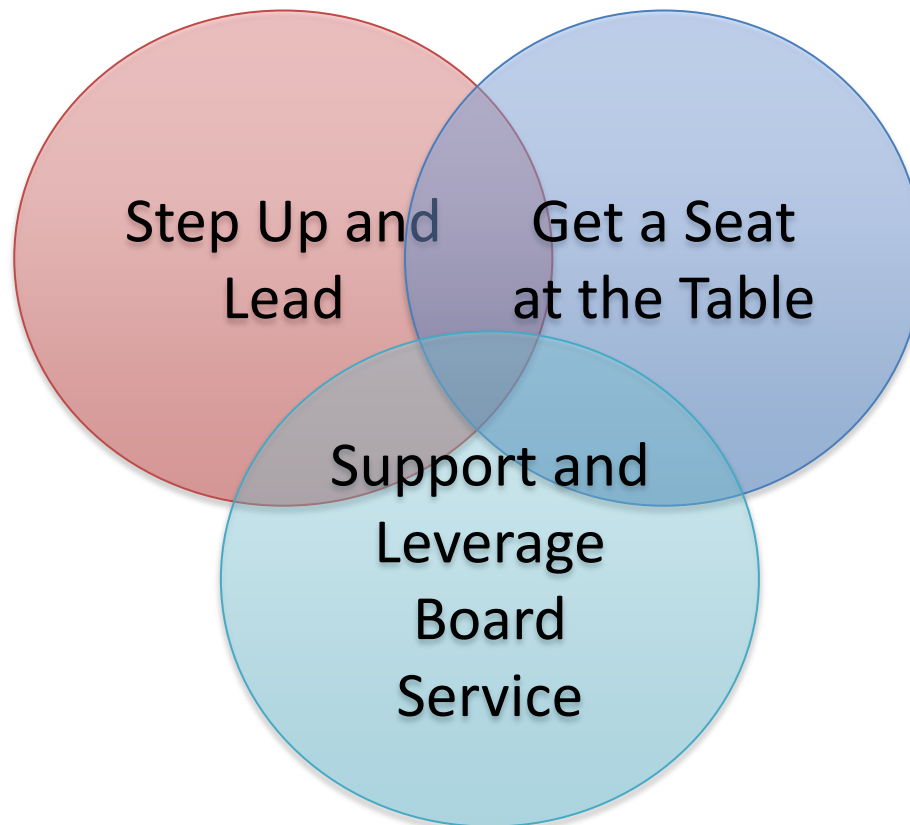
- I. Step Up and Lead 15-20 minutes
- II. Get in the Room 15-20 minutes
- III. Leverage and Support 15-20 minutes

I will let you know when it's time to move to next topic.

**National Strategy to Increase Nurse Leaders on Boards
Small Group Discussion Framework Template**

Step up and Lead	Get in the Room and Take a Voting Seat at the Table	Leverage and Support Nurse Board Members
<p><u>Provide specific National Strategies and Action Steps to get nurses to step up and lead.</u></p> <p>Example 1) Strategy: Identify, encourage and promote nurse leaders ready and prepared to serve immediately on boards.</p> <p><u>Action Steps (Seattle and St. Louis):</u> Develop, distribute, compile and analyze a standardized statewide survey of nurses.</p> <p>Develop, distribute, compile and analyze statewide survey of selected boards.</p> <ul style="list-style-type: none"> • Standardized survey tool to assess; 1) voting board members who are nurses, 2) boards ready to add a nurse at this time, and 3) what nurses are ready to serve right now. • Expanding board from hospital and health systems to include government commissions and other health care related organizations. 	<p><u>Provide specific National Strategies and Action Steps that can be enacted to get nurse leaders in the boardroom.</u></p> <p>Example 1) Strategy: Build institutional imperatives for nurse leadership on boards.</p> <p><u>Action Steps (Seattle and St. Louis):</u></p> <ul style="list-style-type: none"> • National assistance for PR addressing, “Why nurses will make a difference on your board.” • Basic core competencies for board service and programs preparing nurses for board service. 	<p><u>Provide specific National Strategies and Action Steps that can support and leverage board service by nurse leaders.</u></p> <p>Example 1) Strategy: Provide national cutting edge/emergent leadership approaches to transform health care.</p> <p><u>Action Steps</u></p> <ul style="list-style-type: none"> • Convene a national conference for nurse trustees (board members) to focus on health care transformation efforts.

**Questions?
Let's Start Talking!**



How is Your State Preparing Nurse Leaders to Step Up and Lead and Get in the Room?

- What are you doing in your state?
 - What leadership programs do you have in your state to develop nurse leaders for board appointments?
 - Do you have a data collection infrastructure in place to identify the number of nurse leaders on boards?
 - Do you have a process in place to track board openings?
 - Do you have a list of nurse leaders that are prepared with board competencies who are ready to serve on hospital boards or other boards?

State Action Plans for Board Service

Each State will work on initiating or revising an action plan that takes into consideration this national strategy to get more nurses on health system boards, commissions etc.

Use the many resources here in the room to help you design your strategies and action steps.

Session III: Individual States Plans to Get Nurses in the Board Room

State Leadership Strategic Action Plan to Develop/Increase Number of Nurse Leaders on Hospital/System/State/Federal Boards/Commissions

Goals	Strategies and Action Steps	Support Needed: Local/Regional/National	Measurement of Success	Timeline for Measured in 4 Month Intervals