

Nurses At the Table

*Serving to Transform
Health care through Nursing*

Charting a Course for Healthcare in Missouri



MISSOURI ACTION COALITION

Leading Change, Advancing Health

FUTURE OF NURSING™
Campaign for Action


Robert Wood Johnson Foundation



The Missouri Action Coalition is supported by the AARP Future of Nursing Campaign for Action and the Robert Wood Johnson Foundation.

www.moactioncoalition.org

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While nurses have leadership roles in many health care venues, they remain largely overlooked for the highest level of organizational leadership: board positions. A 2010 survey of more than 1,000 hospital boards conducted by the American Hospital Association found that just 6% of board members were nurses, while 20% were physicians. And a Gallup national survey released that same year found that nurses were not viewed as leaders in the development of health care systems and delivery. It identified perception as the greatest barrier to nurse leadership; the opinion leaders polled said nurses were not seen as important health care decision makers, compared with physicians.

The IOM report made specific recommendations to increase nursing's role in the boardroom, calling for health care decision makers to ensure that leadership positions are available to, and filled by, nurses:

“Private, public, and governmental health care decision makers at every level should include representation from nursing on boards, on executive management teams, and in other key leadership positions.”

Susan B. Hassmiller, Robert Wood Johnson Foundation

AJN, American Journal of Nursing: March 2012 - Volume 112 - Issue 3 - p 61–66

Objectives




By the end of this presentation the participant will be able to:

- Discuss ways to elevate the health of Missourians through active participation of Nurses in Leaderships roles
- Define how the nurses skill set can be beneficial in service to the community
- Describe how nurses can become active through boards, commissions and committee appointments
- Identify skills and capabilities necessary for success to serve on a board, commission or committee
- Begin serving

The Future of Nursing

Leading Change, Advancing Health

- 
- Ensure the health system provides seamless, affordable, quality care that is accessible to all
 - Four key messages for nursing

Four Key Messages



- Nurses should practice to the full extent of their education and training
- Nurses should achieve higher levels of education & training
- Effective workforce planning & policy making require better data collection and an improved information infrastructure
- *Nurses should be full partners with physicians & other healthcare professionals in redesigning health care in the United States*

Key Message Recommendations



Nurses should be full partners with physicians & other healthcare professionals in redesigning health care in the United States

- Recommendation No. 2: Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- Recommendation No. 7: Prepare and enable nurses to lead change to advance health

Call to Action



- Nurses are missing in the boardroom
- Nurses perspective of patient focused care delivery is unique point of view
- Nurses are hesitant to serve on boards and positions of leadership
- The purpose of this presentation is to provide a blueprint to prepare nurses for this opportunity

Step 1: Consider Serving



- What can I bring to the table?
- What can serving do for me as a nurse?
- What is my role?
 - Stewardship
 - Governance



What Can You Bring to the Table?



- Specific skill set
- Identification and triage of problems
- Understanding of personnel issues and retention
- Awareness of community health needs
- Ability to teach and advocate
- Public trust

What Can Serving Do For You?



- Achieve greater leadership
- Advances capabilities and knowledge
- Expand networks and make connections
- New perspective
- You contribute and stay informed
- Personal satisfaction

Stewardship & Governance



- Stewardship and governance are both important concepts to understand when pursuing a position on a board or council.
- They are interconnected in board service – both are geared toward success of the organization, but individually stewardship is a role, whereas governance is a process.



Stewardship



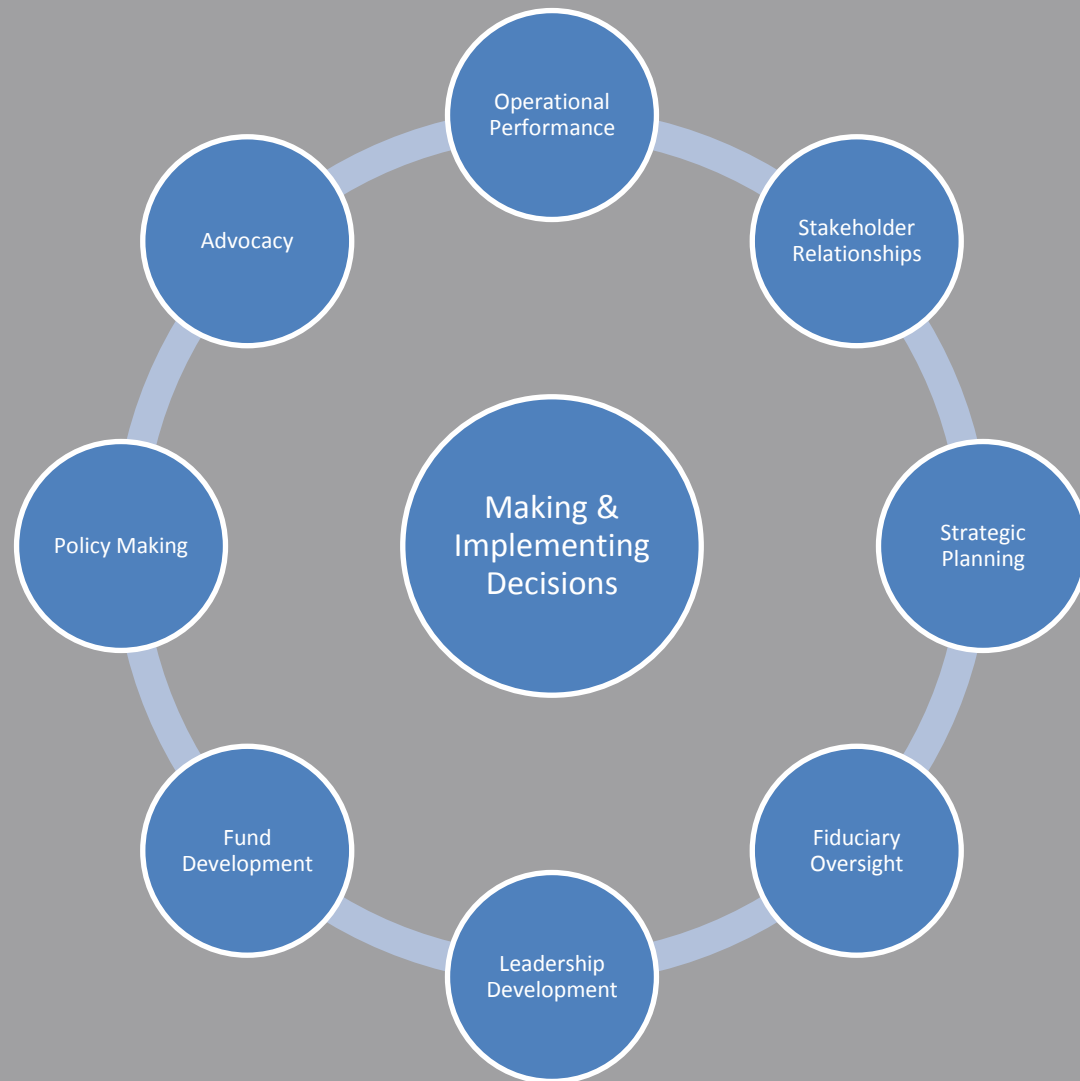
- Board members serve the organization and must believe in and protect the purpose, mission, and vision of the organization
- Best interests of the organization are paramount
- Board members must take responsibility for diligent decision making and accountability for their actions
- The highest legal and ethical standards must be maintained

Governance



- A process of leadership, strategic planning, decision-making, and implementation
- Driven by the mission, vision, and values of the organization
- Board members are the public face of the organization
- Leadership actions and behavior reflect upon the organization

Governance



Step 2: Prepare to Serve



- Recognize personal capabilities
- Identify your motivation: passion or drive
- Create a personal strategic plan
- Focus your efforts and attention



Recognize Personal Capabilities



- Achievement orientation
- Collaboration
- Community Orientation
- Innovative Thinking
- Organizational Awareness
- Strategic Orientation
- Team Leadership

Identify Your Motivation

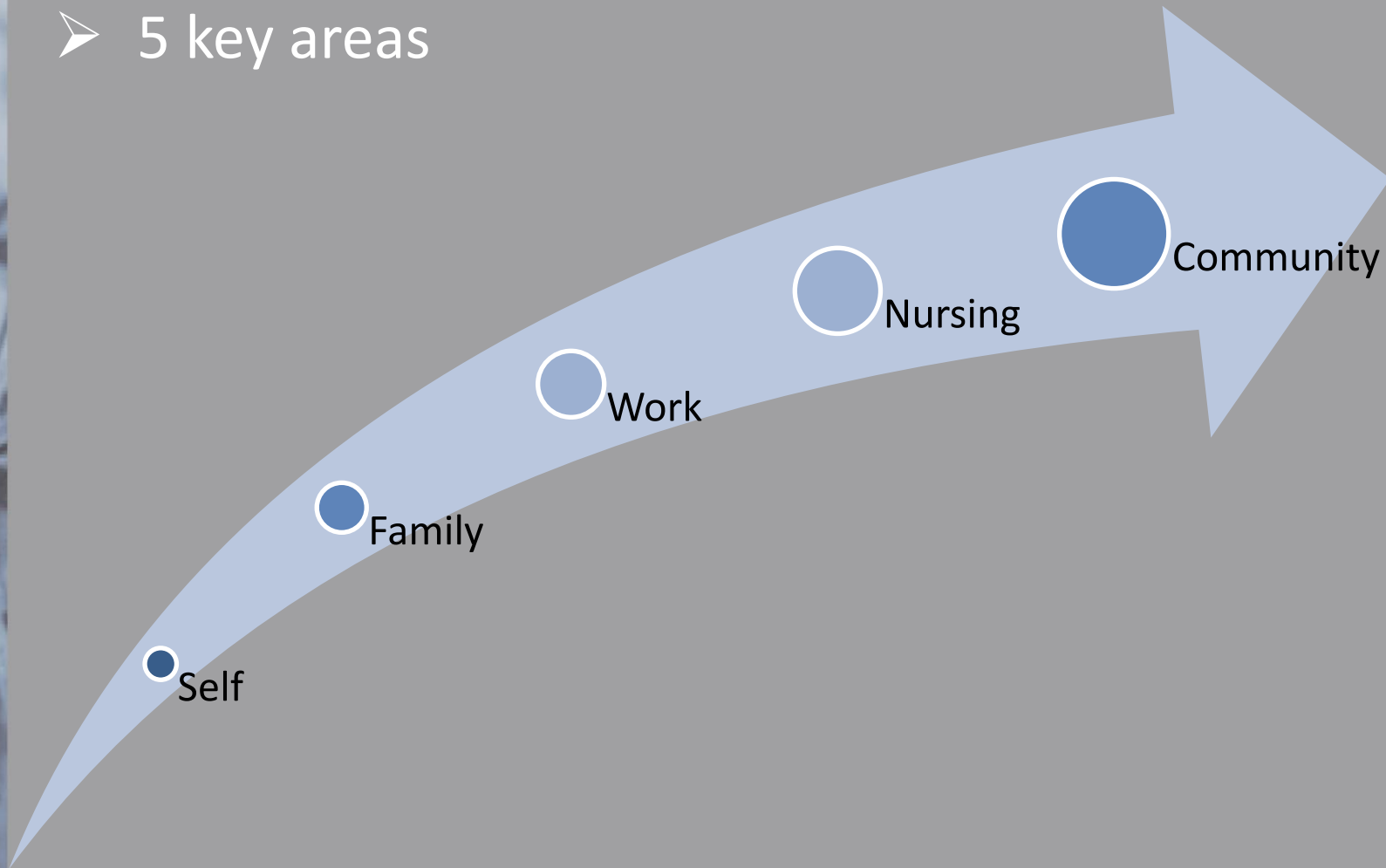


- Find community needs and gaps and fill them
- Identify what you are passionate about and/or what drives you – align it with your skills
- Be willing to commit time and energy to actively participate

Create a Personal Strategic Plan



➤ 5 key areas



Focus Your Efforts & Attention



- Determine the cause
- Identify organizations with open board positions
- Research the organization and indicate your interest
- Understand the roles and responsibilities of board members
- Once on a board, connect with other board members in the community and access a wealth of resources.

Step 3: Serve



- Start locally
- Build connections
- Seek ongoing education



Start Locally



- Serve on a committee at work, church, school, non-profit organization or a local board
- Engage in local policy making on a community board or committee
- Learn how to facilitate a meeting
- Network with diverse committee members to establish connections for further service

Where to Start



Parish Council

Parent/Teacher Organization

School Board

Planning & Zoning

Alzheimer's Association

March of Dimes

Relay for Life

YMCA

City Council



Build Connections



- Find a Mentor
- Develop a network of relationships
- Volunteer for related projects



Seek Ongoing Education



- Invest in continuing education on leadership and board skills
- Educate yourself on your “issue”
- Life long learning



Life Long Learning Resources



- Center to Champion Nursing in America
www.championnursing.org/nurse-leaders-resource
- Center for Creative Leadership
www.ccl.org/leadership/index.aspx
- Future of Nursing: Campaign for Action
www.thefutureofnursing.org
- Robert Wood Johnson Foundation
www.rwjf.org

The Time to Serve is Now!



- Nurses have a unique opportunity to influence healthcare in the United States
- Nursing is the largest segment of the United States' healthcare workforce with >3 million nurses
- The IOM Report on the Future of Nursing provides the blueprint for the future of our profession
 - It is about ensuring that the health system provides seamless, affordable, quality care that is accessible to all!!

Thank You for Participating!



“As the largest population of health workers in the country, we must be at the leadership tables.”

~Michael Bleich,
PhD, RN, FAAN

How will
YOU
serve?

