



February 2009

# HORIZONS



## President's Message

I am beginning to write this report as Peg Haggerty and I return from the Chapter Leaders Meeting in Boston. It was a very informative meeting with a great willingness to share by everyone present. Peg and I truly appreciate the opportunity to attend this meeting as representatives of Wisconsin and the wonderful work being done in our state.

The meeting began with a review of the AONE Strategic Plan and progress made in achieving the goals. It is a three year rolling plan with fairly minimal changes for 2009. An overview of challenges and expectations of the new era as we work with a legislature controlled by the Democrats was provided. As a country, we are facing a huge budget deficit approaching 2 trillion as I write this, along with a global financial crisis, rising unemployment, a federal government funded under continuing resolution and an aggressive labor agenda. Legislation is being introduced in various states on staffing ratios, lifting restrictions, and mandatory overtime. There is a proposed redefinition of a "supervisor" which includes language about the percentage of time spent "hiring and firing" and would restrict who would be identified as a supervisor. This, of course, would increase the potential for participation in unions. This definition has been introduced as part of a bill in the House. It has not yet been voted on.

The most alarming and challenging issue identified was the economic crisis and how that is impacting hospitals, healthcare workers and patients. Every state reported a budget crisis except Nebraska. Downsizing has been reported, mostly by attrition, but with some nurse lay offs necessary in several states. Also noted in some states was an "oversaturation" of new graduate nurses. Significant concern was expressed about how to manage this so we do not end up with another severe shortage in a few years. Organizations are using strategies such as "overhiring" GNs in anticipation of a certain amount of routine turnover, hiring GNs part-time, or hiring into what we called a contract position without benefits. The discussion underscored the schizophrenic times in which we live. Of course, a part of the discussion centered on the huge challenges nurse executives face in maintaining productivity and cost control while addressing quality and safety needs and initiatives. The support of each other, AONE, and our state organizations was noted as a strong positive within these chaotic times. Those of us in W-ONE are already quite well acquainted with the support available through our Wisconsin peers and our state organization. I am just learning of the great number of resources

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## President's Message - *continued from page 1*

available through AONE. The website is a wealth of information including tool kits and/or white papers on:

- Future Patient Care Delivery Systems
- Defining the role of the Nurse Executive in Technology Acquisition and Implementation
- Defining the Role of the Nurse Executive in Facility Design
- Guiding principles for Elder Friendly Facilities
- Guiding principles for Relationships Among Nursing & Support Services
- Principles and Elements of a Healthful Practice/Work Environment
- Guiding Principles for Excellence in Nurse/Physician Relationships
- Role of the Nurse Executive in Patient Safety
- Guiding Principles for Diversity in Health Care Organizations
- Nurse Executive Competencies and Nurse Manager Inventory Tool
- Links to "Transforming Care at the Bedside" activities and outcomes.

I encourage you to be active in both W-ONE and AONE and freely use the resources available.

On a local note, the W-ONE Board and Chairpersons met on January 8-9, 2009 for our routine meeting and annual strategic planning. Under the able facilitation of Susan Peterson, we have formulated a draft of the 2009 strategic plan. Once it is reviewed and finalized at our March meeting, it will be shared with the entire membership in the May issue of Horizons and at our business meeting in Stevens Point on April 29 – May 1, 2009. I hope to see you all there!

Thank you again for the opportunity to serve as the W-ONE President. Please contact me or any member of the Board with any suggestions as to how we can enhance the value of W-ONE to the nurse leaders of Wisconsin.

**Respectfully,  
Peg Ose  
W-ONE President**

**Mark your calendars for the  
W-ONE Spring Conference  
Stevens Point, Wisconsin  
April 29-May 1, 2009**



Horizons is published quarterly as the newsletter of the Wisconsin Organization of Nurse Executives. Articles on nursing, management and health care issues, and letters to the editor are welcome. Display and classified advertising are accepted. For information, contact the editor.

2009 W-ONE Board of Directors: President, Peggy Ose; President-elect: Paula Hafeman; Treasurer, Betsy Benz; Secretary, Peg Haggerty; Past President: Carol Winegarden  
2009 W-ONE Board Members: Ellen Zwirlein, Doris Mulder, Jan Bauman, Janice Giedd, Amy Dwyer, Susan Peterson  
Editor: Paula Hafeman

## Legislative Committee Update

The Legislative Committee has committed to Updating the W-ONE membership on issues that may affect them and their organizations. Learning about the hot topics early will enhance your ability to have a voice in shaping the future of healthcare-related legislation in our state.

### Election Results

- √ State election results have led to a change to Democratic leadership in the Legislature. Focus for 2009 is likely to be the budget deficit.
- √ National election results followed this same trend resulting in a focus on union agendas such as mandatory overtime limits and staffing ratios.

### Potential Legislative issue in 2009

These issues may be debated in 2009.

- √ Hospital Assessment: This "hospital tax" is likely to pass early in 2009. In effect it will increase the amount of Medicaid matching funds forwarded to the State of WI from the Federal Government. (Want to learn more? Jenny Boese at WHA has drafted a summary of this assessment that does a great job of explaining why Wisconsin hospitals should support this measure. The summary is available via email if you are interested.)
- √ Ban on Mandatory Overtime (MOT): This bill was already presented in the last legislative session however it did not go to a vote before the end of the session. It will likely become an issue early in 2009 either at the state or federal level. The legislative committee has developed an action plan to assure that we will be ready to be involved in the discussion around this Issue
- √ Staffing ratios: Staffing transparency remains an issue at the state and possibly the federal level. Efforts are underway to update the W-ONE position paper on this issue.
- √ How can you keep informed of these issues as they are happening? Become a member of the Hospital Education and Advocacy Team ("HEAT") WHA's grassroots advocacy program. The only commitment you will make is to be a more informed healthcare leader.

Sign up today at:

[www.wha.org/speakUp/heat.aspx](http://www.wha.org/speakUp/heat.aspx)

Respectfully submitted,  
Mary Beth White-Jacobs RN BSN MHA  
Legislative Committee Co-Chair  
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## W-ONE Professional Development and Research Committee

The responsibilities of the Professional Development Committee include:

1. Identify nursing research that has relevance to the Mission and Goals of W-ONE
2. Administer the educational scholarship program
3. Review applicants for the educational scholarships and research grants and make recommendations based on established criteria
4. Monitor and communicate regarding funded research projects
5. Collaborate with Membership and Program Committees on programs for new members
6. Provide information to members, which will enhance managerial growth

In 2008, the committee was pleased to announce that two recipients had been selected for W-ONE Scholarship Grants. Jena Casper, RN, is pursuing her MSN from Viterbo University and Kelly Westberg, RN, is attending Viterbo's BSN completion program. Jena and Kelly were each awarded \$1,000 toward their educational expenses. Congratulations to these scholarship winners!

The research grant was not awarded due to lack of applications submitted.

The 2009 application process for all grants will again be conducted online. Please go to the W-ONE web site ([www.w-one.org](http://www.w-one.org)) soon for more information and to access the online application forms.

Respectfully submitted,  
Kathryn Olson, RN, BSN, MA, NEA-BC  
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## Horizon Report

Thank you to all the Board Members, Committee chairs and members who have contributed articles, pictures or ads to the Horizons in the past three years while I was editor. A special thank you to Tammy Hribar and Pam Aud at WHA for all their support. Carol Winegarden will be assuming the role of the Horizon Editor with the next edition in May! She will do a great job. Please feel free to submit articles to her at [ftundra@bayland.net](mailto:ftundra@bayland.net)

Respectfully submitted  
Paula Hafeman WONE President Elect  
Horizon Editor

## Program Committee

### 2009 Annual Convention

Holiday Inn in Stevens Point, April 29-May 1

Are you ready to walk the red carpet? This year's convention theme is a Hollywood movie premier, so come as your favorite actor or actress.

Back by popular demand is Tim Porter O'Grady as our keynote speaker. His opening session will be "Confronting Environmental and Economic Challenges for Nursing Leadership," and after lunch, he will speak on "Addressing the Challenges of Nursing Leadership in a Multi-Generational Work Place." Stay tuned for the trailers on the rest of the speakers and sessions.

We will also be trying something new this year. The PowerPoint presentations and other materials we receive from speakers will be posted on the W-ONE website pre- and post- conference, so you can download the ones you need for your sessions and not have so much to carry around and home with you.

Also, please thank our Board of Directors for reducing the fees for our 2009 convention in an effort to support our membership. We want to enable as many as possible to join us at this great event! Watch for full registration information to become available in late February.

Finally, remind all of those students out there to showcase their research project at the convention. The submission deadline is Friday, March 27, and this is a great opportunity to highlight graduate student research.

Respectfully submitted  
Jean Surguy, Program Chair

## Froedtert & Community Health

Froedtert Hospital

### DIRECTOR OF NURSING



#### Surgical ICU & Trauma Surgical Acute Care Unit

The Director of Nursing is responsible and accountable for the overall management of nursing practice, nursing education, professional development, nursing research and nursing services within the Surgical ICU and the 32-bed Trauma Surgical Acute Care Unit. This position represents the needs of professional nursing as a member of the hospital's management team & is a leader in the operational effectiveness of the hospital. Participates as a leader in strategic planning of the hospital and the provision of nursing care both house wide and for specific clinical units. Reports to the CNO and participates with the CNO to develop strategic priorities, define fiscal parameters & prioritize agendas for nursing and patient care.

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## Membership Committee Report

The Membership Committee will be meeting in February. We will work on developing a plan to achieve the objectives identified by the W-ONE Board during the January Strategic Planning Meeting.

Membership renewal information was sent out at the end of last year. If you have not already renewed you are encouraged to do so now so you can continue to receive the benefits of membership.

Currently we have 151 members that have renewed and 17 new members that have joined. If you have suggestions for the Board of Directors or the Membership Committee on ways to increase the value of your membership, please contact Doris Mulder by e-mail at [dmulder@beloitmemorialhospital.org](mailto:dmulder@beloitmemorialhospital.org)

Respectfully submitted by  
Doris Mulder, RNC, BSN, MBA

## Grassroots Spotlight

### W-ONE Hosts Newly Elected Nurse-Legislator Rep. Sandy Pasch discusses nursing issues with board

The Wisconsin Organization of Nurse Executives (W-ONE) hosted newly elected State Representative Sandy Pasch (D-Whitefish Bay) at their recent Board meeting. As a nurse-legislator, the WONE Board wanted to meet with Rep. Pasch and discuss important nursing issues on the horizon.



By training, Rep. Pasch is a mental health nurse who received her Masters of Science in psychiatric nursing from the University of Rochester and a Masters in bioethics from the Medical College of Wisconsin. She is also a former assistant professor of nursing.



"I decided to run for office because as a nurse we become advocates," said Pasch. "That's what we do...[and being a legislator] is the ultimate advocacy role."

When asked what her number one priority would be, Rep. Pasch responded "mental health parity in Wisconsin." As a mental health nurse, she has decades of experience and commends the mental health parity law at the federal level but feels there's more that needs to be done to bring that about in Wisconsin.

Rep. Pasch discussed her feelings that the nursing shortage is a result of many things, including an aging faculty and failure to keep nurses in nursing. To try and understand the full breadth of the nursing workforce in Wisconsin, Rep. Pasch indicates she will team with Sen. Judy Robson on ways for the State to collect this data. This is something both W-ONE and the Wisconsin Hospital Association have previously advocated.

In discussing issues that may be on the horizon, Rep. Pasch said that the use of mandatory overtime "should be rare and not a staffing policy." The W-ONE Board agreed and went on to provide Pasch with insight into how their facilities staff, indicating mandatory overtime is not used as a staffing policy and is infrequently employed.

After further discussion and noting that mandatory nurse overtime is infrequently used and something would actually cost hospitals more (ie: mandatory overtime = higher staffing costs), Wausau Aspirus Chief Nursing Officer Tim Gengler, RN, posed the question: "Do we need this legislation at all?"

Pasch responded, "I would hope not but it is something we may need to look at."

Froedtert Chief Nursing Officer Pamela Maxson-Cooper indicated nurse staffing is "always about patient care," to which Rep. Pasch responded, "that's my bottom line."

On the hospital assessment, Rep. Pasch said it is something she supports and believes will move quickly.

W-ONE Board members indicated they would like to forward Rep. Pasch information on important issues and would be happy to help provide research on evidence-based solutions to policy and staffing issues facing nurses. Rep. Pasch responded that she is "always amazed when I hear a panel of 'experts' who have no health care experience...so, I welcome your input."

Respectfully submitted

Jennifer Boese, WHA Vice President of External Relations and Member Advocacy

## AONE Guiding principle for the Nurse Executive in the Acquisition and Implementation of Information Systems

Information technology (IT) is increasingly a key healthcare focus. The American Organization for Nurse Executives (AONE) has identified the need for defining the important role of the Nurse Executive in both the acquisition and implementation of information systems. Our involvement in this process is imperative. AONE has developed guiding principles that address specific key areas of these processes.

The guidelines are organized under ten principles, each of which includes further detail and guidance for the Nurse Exec to utilize. They are a particularly important tool if the CNO does not have expertise in technology prior to becoming involved in this process. The principles are organized as follows:

1. **Pre-Acquisition**-Factors to be aware of when framing the institution's need and knowledge of the industry
2. **Acquisition-Before Selection of Vendors**- The work that occurs prior to actual selection of vendors, including the interview process
3. **Contract Negotiations**-Involvement with this process to assure clinical issues are addressed
4. **Implementation-Managing the Process**- This process should be congruent with the future vision, included in this is the timeline, budget and resources required
5. **The Return on Investment**- Understand the value brought by the technology: including financial, patient safety, and quality
6. **Post Implementation**- Continue to evaluate changes and upgrades that are available and how they can be maximized in the future
7. **Understanding the Overall Policy Issues related to Information Technology**- Maintaining a global perspective on IT systems throughout the organization and how they impact and interface overall
8. **Survival Tips for the CNO new to the Organization**- If the CNO is new to an organization it is important to stop-look-listen and determine how the IT that is in use fits into nursing priorities
9. **Directives from the CEO/Board** - Understand the political environment and make suggestions and changes that target success
10. **Legal Aspects**- The CNO needs to be familiar with the legal issues specific to IT acquisition and implementation

Greater detail for each of these ten principles can be found at the AONE website. This Guiding Principle is an effective tool as we all continue to chart the course for nursing into the future.

Respectfully submitted by  
Doris Mulder, RNC, BSN, MBA

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## Wisconsin Nurse Center Report

Wisconsin Nursing Coalition (WNC) met 11/20/08. The meeting focused on review and revision of Nursing Agenda for Healthcare Reform.

01/29/09: WNC Strategic Planning Retreat to be held in Madison. Peggy Ose, W-ONE President will address the Guiding Principles in determining appropriate nurse staffing along with speakers on Nurse Fatigue; Overtime; Bullying; Criminalization for Unintentional Errors; Best Practices and Nurse Supply and Demand. Peggy Ose, Mary Cieslak-Duchek, Jan Bauman and Beverly Hoege will attend. Beverly Hoege and Shirley Larson will continue to serve as WONE Co-Liaisons for WNC.

Respectfully submitted,  
Beverly Hoege, W-ONE Liaison WNC



Judy Warmuth, WHA Liaison  
VP, Workforce Development  
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608-274-1820

## WHA Report

### Impaired Professionals

The Secretary of the Wisconsin Department of Regulation and Licensing (DRL), Celia Jackson, has invited WHA to participate in a task force that will be reviewing the Department's standards and practices relating to impaired professionals. These are licensees who have had complaints filed (or have reported themselves) regarding use of alcohol and other drugs. The current situation is that the Department has not been following individuals assigned to the Impaired Professionals Program in a timely way, but has recently assigned a new staff member to that task. She seems very committed to managing the more than 1000 persons currently in that program.

The question for the new task force is what is the best way for Wisconsin to address the issue of impaired professionals? Should the same programs be maintained? Different programs? Should DRL not directly manage a program?

I know that some hospitals have had concerns about this program and the monitoring and follow up of this group of professionals. I would very much appreciate hearing from any of you who have concerns, issues or suggestions that I would carry to the group.

### WHA Principles Regarding Employee Fatigue

The Institute of Medicine first addressed this topic in "Keeping Patients Safe" in 2004, but recently specific actions have created a heightened concern about long hours of work and the influence of fatigue on both patient and worker safety. Within the last month, new lower limits on hours for truck drivers have gone effect and the IOM recommended that residents have five

hours of uninterrupted sleep after 16 hours on duty. The Wisconsin Safety Partnership is also launching an initiative on fatigue. All of these actions are based on emerging research in the area of rest and worker fatigue.

For these reasons, the WHA Workforce Council proposed and the WHA Board of Directors approved the attached guideline document on worker fatigue. The document outlines the responsibility of both employers and employees for a rested workforce and outlines accountabilities of each party. On February 11 a webinar was held for WHA nurse leaders and within the next weeks, information will appear in Valued Voice. When that happens, nurse leaders may receive calls or questions asking how their facility is addressing fatigue. A very good presentation on the topic, done by the Wisconsin Safety Partnership, can be found at: [www.wha.org/workforce/Fatigue-DWD&OSHA10-6-08.ppt](http://www.wha.org/workforce/Fatigue-DWD&OSHA10-6-08.ppt)

### New Legislative Session

Wisconsin's new Legislature is in place. While the state's significant budget deficit will be the focus of much early attention, it is very likely there will also be early action on a Hospital Assessment. Health care reform was the topic of much conversation in the elections, so should also be an early topic of discussion for the legislature. At the Nursing Coalition Retreat, AFNHP and SIEU stated that legislation banning mandatory overtime will be introduced soon as will as mandated staffing ratios. It is bound to be a very interesting session.

I am always happy to respond to questions from members and would be happy to hear from any of you at [jwarmuth@wha.org](mailto:jwarmuth@wha.org) or 608-274-1820.

**Judy Warmuth, Vice President, Workforce,  
Wisconsin Hospital Association**

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## Member Checklist

- Please contact Pam Aud whenever you have a change in either employment or residential address to guarantee timely mailings. E-mail [paud@wha.org](mailto:paud@wha.org) or 608/268-1806.
- Submit articles for publication in the next issue of Horizons to Paula Hafeman, 920/433-8204, [phafeman@stvgb.org](mailto:phafeman@stvgb.org).
- If you are interested in being a part of a specific committee, contact the committee chair.

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# NURSING LEADERSHIP ACADEMY:

**Enhancing Leadership Competencies and Abilities for Aspiring Nurse Leaders**

The Wisconsin Organization of Nurse Executives (W-ONE) and Wisconsin Center for Nursing (WCN) have proudly collaborated in creating the first Nursing Leadership Academy offering for our nursing leaders of tomorrow. W-ONE and WCN share a common goal and commitment to develop nurse leaders in Wisconsin. We believe this collaborative effort to create a Nursing Leadership Academy will build a strong foundation for nursing leadership excellence that will influence the future of health care.

## **PURPOSE:**

This Nursing Leadership Academy training opportunity is designed to bring together staff nurses and new managers from diverse practice environments to participate in interactive sessions that build leadership competencies and skills. Application clinics will facilitate the integration of these skills into their practice.

## **INTENDED AUDIENCE:**

The intended audience for this educational program is staff nurses and new managers who are aspiring leaders in their workplaces, interested in gaining knowledge and learning leadership skills from nurse leader “experts” and peers from diverse health care settings.

## **OVERALL CONFERENCE OBJECTIVES:**

At the completion of the Leadership Academy, each participant will be able to:

1. describe self as a leader
2. identify the impact that one leader can make within an organization
3. build self awareness of one’s leadership characteristics
4. describe concept of systems thinking
5. apply concepts of systems thinking to a specific challenge in one’s work situation
6. identify high leverage strategies to improve work environment and patient outcomes
7. create personal plan identifying future steps in leadership development

## **REGISTRATION FEES:**

\$500.00 (total for First, Second, and Third Sessions)

Registration fee includes conference materials, breaks, lunch on Thursday and Friday, dinner on Thursday evening, and morning continental breakfast on Friday for the First session; conference materials, continental breakfast, lunch, and breaks for the Second session; and conference materials, continental breakfast, lunch, and breaks for the Third session.

*No registration fee is required at the time the application is submitted. An invoice will be sent to you if your candidate is chosen to participate in the Nursing Leadership Academy.*

## **DATES:**

- 1<sup>st</sup> Session: Thursday, March 12, 2009 – Friday, March 13, 2009  
2<sup>nd</sup> Session: May 2009 (date to be determined)  
3<sup>rd</sup> Session: August 2009 (date to be determined)

## **PROGRAM LENGTH AND PROCESS:**

- Two consecutive six-hour conference days with two additional conference days over the next six months
- Blended learning with pre-work, post-work and application expectations within the facility environment

## **REGISTRATION DEADLINE:**

**February 16, 2009**

## **NOMINATION PROCESS:**

1. Registration deadline is *Monday, February 16, 2009*.
2. Registration is limited to 30 participants. It is expected that the same participant will attend all three sessions.

*(Continued on next page)*

# AGENDA:

## Thursday, March 12, 2009

9:00 – 10:00 AM: Registration and Networking  
10:00 AM – 12:00 PM: *Self as Leader*  
12:00 – 12:45 PM: Lunch  
12:45 – 1:45 PM: *Circle of Influence*  
1:45 – 2:45 PM: *Systems Thinking*  
2:45 – 3:00 PM: Break  
3:00 – 5:00 PM: *Systems Thinking (continued)*  
6:00 – 6:45 PM: Social Hour  
6:45 – 8:00 PM: Dinner

## Friday, March 13, 2009

7:30 – 8:00 AM: Continental Breakfast  
8:00 – 9:00 AM: *Principles of Communication*  
9:00 – 9:15 AM: Break  
9:15 – 11:15 AM: *Conflict Mediation*  
11:15 AM – 12:00 PM: Lunch  
12:00 – 2:00 PM: *Leading Teams Through Change*  
2:00 – 2:45 PM: *Applications to Practice*  
2:45 – 3:00 PM: Break  
3:00 – 3:30 PM: *Applications to Practice (continued)*

### NOMINATION PROCESS (CONT.):

- CNO/Designee nominates candidate(s) based on:
  - leadership potential
  - ability/willingness to commit support of ongoing learning and completing “assignments”
  - ability to attend 4 days of workshops
  - support from the CNO/delegate as the leader moves through the learning process
- CNO/Designee and RN applicant complete the Nursing Leadership Academy application (see next page).
- The Nursing Leadership Academy application should be forwarded via email or fax to Megan at the Wisconsin Nurses Association office (Fax (608) 221-2788 or [megan@wisconsinnurses.org](mailto:megan@wisconsinnurses.org)).
- A subgroup of the Nursing Leadership Academy planning committee will select participants based upon:
  - Work location (geography)
  - Size of facility
  - W-ONE membership (organization)
  - Type of practice
  - CNO/Designee applicant commitment to the process
- Candidates chosen for the Nursing Leadership Academy will be notified by Wednesday, February 25 via email. CNOs/Designees who nominated the selected candidates will be notified as well.
- An invoice for the registration fee will be sent to the CNO/Designee whose candidate was selected. Registration payment must be received by Thursday, March 5, 2009.

### FACULTY:

Janet Wessel Krejci, RN, PhD  
Shelly Malin, PhD, RN, CNAA-BC

### PLANNING COMMITTEE:

Jan Giedd, RN, MSN  
Peggy Haggerty, RN, MSN, EdD  
Bob Herdrich, MS, RN  
Janet Wessel Krejci, RN, PhD  
Shelly Malin, PhD, RN, CNAA-BC  
Sue Schuler, MSN, RN

### LOCATION AND ACCOMMODATIONS:

The Nursing Leadership Academy: Enhancing Leadership Competencies and Abilities for Aspiring Nurse Leaders will be held at the Hotel Mead and Conference Center, 451 East Grand Avenue, in Wisconsin Rapids, Wisconsin.

A block of rooms has been reserved at the Hotel Mead and Conference Center. Reservations can be made by calling (715) 423-1500.

### Room Rate: Single/Double \$75.00

Please ask for a room in the Wisconsin Nurses Association room block. All reservations *MUST* be made no later than **Sunday, March 1, 2009**. After this date all remaining rooms in the block will be released for sale to the general public.

### DIRECTIONS:

The address for the *Hotel Mead and Conference Center* is 451 East Grand Avenue, Wisconsin Rapids, WI 54494. For easy driving directions, go to [www.hotelmead.com](http://www.hotelmead.com) and click on “Directions” at the bottom (right) of the page.

### DRESS:

Business casual

### CONTINUING EDUCATION:

Contact hours have been applied for through the Wisconsin Nurses Association Continuing Education Approval Program Committee, an accredited approver by the American Nurses Credentialing Center’s Commission on Accreditation.

Learners will be informed of any commercial support for the program and any planner or speaker conflicts of interest via program materials given to them when registering at the conference.



# NURSING LEADERSHIP ACADEMY:

Enhancing Leadership Competencies and Abilities for Aspiring Nurse Leaders

## APPLICATION

Name of Applicant: \_\_\_\_\_

Sponsoring Organization: \_\_\_\_\_

Chief Nursing Officer/Designee: \_\_\_\_\_

Chief Nursing Officer/Designee Email: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Applicant Email: \_\_\_\_\_

### APPLICANT INFORMATION:

Current Position: \_\_\_\_\_

Number of Years as an RN: \_\_\_\_\_

Basic Nursing Education: \_\_\_\_\_

Additional Education: \_\_\_\_\_

Committees or Workgroups: \_\_\_\_\_

Professional Goals: *(Provide a brief statement outlining why you wish to participate in this Aspiring Nurse Leadership program and what you hope to achieve in the next five years.)*

Are you willing to do pre-work and post-work related to the training?

Share one example of an opportunity you have had to take a leadership role in nursing.

