

May 2006

# HORIZONS

## President's Message



We just returned from the W-ONE annual convention entitled, "A Jungle Safari Adventure." The conference content was energizing as we learned about leadership as a habit of mind and how to inspire others. Numerous breakout sessions afforded opportunities to select content specific to individual learning needs. The "tribal council" focused on the completed work of 2005 and the progress to date on the 2006 strategic plan. What a great opportunity to meet friends and colleagues – some new and some not-so-new. Kudos to all of the individuals who helped make this conference a success. Special thanks to the Program, Marketing, Legislative, Bylaws, Professional Development and Membership Committees. It is by the actions of many individuals that we are able to provide such a high quality event. We now can return to our daily lives tired, but abundant with new ideas and strategies to improve our work and professional lives.

I also just returned from the AONE convention in Orlando. I would like to thank W-ONE for affording me this opportunity to attend on your behalf. The AONE Board of Directors meeting provided us with useful reference material and important areas to focus on. A new item that the W-ONE Board added to the list of actions steps under our first goal, "to create positive and healthful work environments," is to assess how we can best utilize the consensus document on healthful practice/work environments. AONE is advising us to manage our work environments by being proactive at a state level, sharing best practices, and providing education. Forty-two nursing organizations have endorsed the consensus document entitled, "Principles & Elements of a Healthful Practice/Work Environment." I encourage all of you to assess your organization against the nine elements in this document. This document is published on the AONE website, [www.aone.org](http://www.aone.org) and reprinted in this issue for your reference.

The year is going by quickly. Much has been accomplished with plans for more to come.

We look forward to information we will receive from the leadership survey. The results obtained will help us create a plan to develop aspiring nurse managerial leaders. Already the call is going out for next year's elections and Nurse Leader nominations. Please consider running for office or joining one of our committees. Come join our great team!

**Carol Winegarden, W-ONE President**

## PRINCIPLES & ELEMENTS OF A HEALTHFUL PRACTICE/WORK ENVIRONMENT

**The Nursing Organizations Alliance believes that a healthful practice/work environment is supported by the presence of the following elements:**

- 1. *Collaborative Practice Culture***
  - Respectful collegial communication & behavior
  - Team orientation
  - Presence of trust
  - Respect for diversity
- 2. *Communication Rich Culture***
  - Clear and respectful
  - Open & trusting
- 3. *A Culture of Accountability***
  - Role expectations are clearly defined
  - Everyone is accountable
- 4. *The Presence of Adequate Numbers of Qualified Nurses***
  - Ability to provide quality care to meet client/patient's needs
  - Work/home life balance
- 5. *The Presence of Expert, Competent, Credible, Visible Leadership***
  - Serve as an advocate for nursing practice
  - Support shared decision-making
  - Allocate resources to support nursing
- 6. *Shared Decision-Making at All Levels***
  - Nurses participate in system, organizational, and process decisions
  - Formal structure exists to support shared decision-making
  - Nurses have control over their practice
- 7. *The Encouragement of Professional Practice & Continued Growth/Development***
  - Continuing education/certification is supported/encouraged
  - Participation in professional association encouraged
  - An information rich environment is supported
- 8. *Recognition of the Value of Nursing's Contribution***
  - Reward and pay for performance
  - Career mobility and expansion
- 9. *Recognition by Nurses for Their Meaningful Contribution to Practice***

**These nine elements will be fostered and promoted, as best fits, into the work of individual member organizations of the Alliance. ~2004~**



The American Organization of Nurse Executives

American Organization of Nurse Executives

## Update on WHA Quality Measures Team and CheckPoint

The Wisconsin Hospital Association (WHA) Quality Measures Team role is to identify, design and implement measures to be reported on the CheckPoint website. I represent W-ONE on this group and would like to summarize items of interest from the March 2006 meeting.

CheckPoint recently celebrated its second year anniversary as a quality reporting site for Wisconsin. At this point, the measures reported on this site include the CMS measures for Acute Myocardial Infarction, Heart Failure, Pneumonia and new this year, the Surgical Infection Prevention measures for four procedures. In addition, CheckPoint has been noted to be a national model in the reporting of patient safety/error prevention measures. There are currently five measures, the newest being the Medication Reconciliation measure.

Some changes proposed by the Quality Measures Team for the future include:

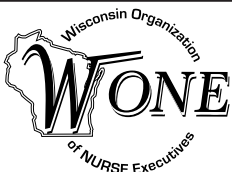
- Elimination of the point system used in establishing the hospital's ranking in the error prevention measures. The current measurement methodology offers 50 out of 100 points for such things as having a policy and reporting data within an organization. The remaining 50 points is based on the demonstrated success rate of the process. It is this demonstrated success rate data that will be posted in the future.
- The use of composite measures is under study. A composite measure is a "roll up" of a set of measures, for the example, the Heart Failure measure set consists of 4 process measures. These would be rolled up into a single measure to reflect how many patients received all the care they should according to established guidelines. This is a strategy that consumers of healthcare find more appealing than sorting through a long list of measures.
- New measures are currently being explored in the areas of nursing care such as the NDNQI data set used by Magnet Recognition Hospitals, the IHI Save 100K Lives Campaign data, cancer care and stroke management measures.

Respectfully submitted,  
Susan Peterson

## AONE Report

AONE has open nominations for District 5 Board and for AONE President Positions. If you are an aspiring magnet facility (active professional involvement is highly recommended), or have a desire to actively participate in AONE, I strongly encourage you to consider running for one of these positions. It would be great if we have a Wisconsin representative on the AONE Board. I have all of the information regarding position requirements, so please contact me if you have any interest at 715-847-2436, or email at [timg@aspirus.org](mailto:timg@aspirus.org).

Respectfully submitted,  
Tim Gengler  
Member, AONE Nominations Committee



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.

2006 W-ONE Board of Directors: President, Carol Winegarden; Secretary, Peggy Ose; Treasurer, Betsy Benz; Past President, Faye Deich  
2006 W-ONE Board Members: Susan Peterson, Doris Mulder, Lynn Adams, Lynne Frank, Randy LeRoy, Peg Haggerty  
Editor: Paula Hafeman

## An Opportunity to Learn More About Your Organization -- Board Meetings 2006

The W-ONE Board of Directors is again excited to invite the members of W-ONE to any and all Board Meetings for which you can be available. Attending a Board meeting is an excellent opportunity to learn about your W-ONE organization and also the issues facing us on a statewide and national level.



Let Carol Winegarden ([cwinegar@stmgb.org](mailto:cwinegar@stmgb.org)) or Peggy Ose ([vpps@rhahealthcare.org](mailto:vpps@rhahealthcare.org)) know if you are able to attend a particular meeting. Lunch is provided and we wish to ensure that an adequate amount is ordered. Meetings are at the Wisconsin Hospital Association in Madison unless noted otherwise.

The upcoming meetings are as follows:

Friday, June 16	10 am-2:30 pm	WHA Headquarters
Friday, August 18	10 am-2:30 pm	WHA Headquarters
Wednesday, September 27	TBD	WHA Annual Convention Grand Geneva Lake Geneva, Wisconsin
Friday, November 10	10 am-2:30 pm	WHA Headquarters

### Surgical Services Nurse Manager

Langlade Memorial Hospital, a 25-bed Critical Access and JCAHO



accredited hospital, located in the heart of North central Wisconsin invites you to come and stay all four seasons to enjoy the activities that people drive miles to get away to. Come work at a hospital with a 1% vacancy rate!

Langlade Memorial Hospital is looking for an innovative, dedicated professional to lead our Surgical Services Department.. This individual will have direct responsibility for the management, supervision and day-to-day operation of the Surgical Services Department which includes: Day Surgery, Operating Room, Post Anesthesia Care Unit, Endoscopy, and Central Processing. Responsibilities include the assurance of high quality, safe and efficient patient care, reflective of a customer service oriented environment.

Graduation from an accredited school of nursing, valid Wisconsin Registered Nurse License. BSN strongly preferred. Current CPR, ACLS, and CNOR Certification. At least two years of clinical surgical services experience, prior nursing management experience and management of an ambulatory clinical setting.

Candidate must demonstrate ability to teach, coach and train others effectively. Effective communication skills at all levels of the organization; foster and maintain positive working relationships. Excellent benefits package! Please send resume to or obtain application from: Langlade Memorial Hospital, Human Resources Department, Room 404, c/o Jacque Krause, Employment Specialist, 112 E. 5th Ave., Antigo, WI 54409  
Phone: 715-623-9362 Fax: 715-623-9440  
Email: [jkrause@langmemhosp.org](mailto:jkrause@langmemhosp.org)  
An Equal Opportunity Employer

## W-ONE Program Committee

Thank you to all of our jungle friends that attended the Spring Conference in Wisconsin Dells. This is one of the highest attendances we have had. There were many positive comments about the speakers, food, and accommodations. The costumes were great, the games fun, and the hospitality room was full both nights. It is always exciting to get so many nurse leaders together to network and share ideas.

We also had 19 vendors this year! Another record breaker, thanks to all our fellow members. Many of the vendors told me how great it was to speak with so many of you. I am sure they are already thinking about the 2007 conference.

WHA will be tabulating the evaluations as soon as they can. The program committee will review the final information at the next meeting. We will utilize the information to improve the conference for 2007. We will also inform any committee you might have signed up to join of your wishes to be an active member. It is a great way to be involved with WONE and most of the work is done by phone conferencing, so the travel time is limited.

My last thank you goes to the committee members and Jennifer Frank from WHA. We would not have such a successful conference without all the effort everyone puts into making this work. They are a great group—think about joining us.

I look forward to seeing you at the 2007 conference April 18-20 at the KI Convention Center (Regency Suites) in Green Bay. If you have any suggestions for topics, speakers, themes, or improvements, please email me to take to our next meeting, otherwise as Jungle Jim said at the closing—Toga, Toga, Toga.

Respectfully submitted,  
Jean Surguy  
Chair of Program Committee-W-ONE

## Marketing Committee Report

A special thank you to all of the members who brought logo items and silent auction merchandise for this year's annual convention. Your generosity contributed to the success we had this year.

Congratulations to those who won the jewelry. I do not have all of the invoices yet to calculate our expenses, however, our revenue was close to \$3,200. The profit goes to W-ONE activities that assist us in meeting our annual strategic plan.

Respectfully submitted,  
Tim Gengler  
Chair of Marketing Committee

## W-ONE Leadership Mentoring Program

Do you or one of your new or aspiring manager's hunger for the assistance of a professional mentor? If so, did you know that one of the benefits of W-ONE is the provision of seasoned nurse leaders who are willing to mentor just for the asking? Maybe he/she has experienced what you are going through or is just a neutral party to bounce things off of. If you are interested in tapping into one of our mentors, please contact Kathy Dregler, Chair of the Professional Development Committee at [kathyd@aspirus.org](mailto:kathyd@aspirus.org).

Establish a mentor relationship via telephone or email. The W-ONE Board Members are all committed to mentoring of nursing leaders and you can find one near you by viewing the list on the last page of this publication. If you are interested in being a mentor, contact me, and we will add you to our mentorship list.

Respectfully submitted  
Kathy Dregler  
Chair, Professional Development  
Committee

## Nurse Leader of the Year Award

Every year, W-ONE chooses one of its members as the Nurse Leader of the Year. This is your opportunity to nominate one of your peers who stand out as an outstanding leader. The criteria for this award includes active membership on W-ONE, creativity in either nursing management or nursing administration, contribution to the profession of nursing, the promotion of health care outside of his/her organization and role modeling for others. Each one of us knows someone who fits this description!

Please use the nomination form included in this issue to nominate a colleague as Nurse Leader of the Year. There is nothing better than recognition from a peer!

**Due Date: June 30, 2006**

### Nurse Leadership Award Nomination

I request that the W-ONE Committee on Nominations and Recognition consider:

Name \_\_\_\_\_  
Title \_\_\_\_\_  
Institution \_\_\_\_\_  
Address \_\_\_\_\_  
City, State, zip \_\_\_\_\_

For the 2006 *Nurse Leader of the Year Award*.

Having reviewed the criteria for this award, I believe this candidate has met them in the following ways:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Submitted by:**

Name: \_\_\_\_\_  
Title: \_\_\_\_\_  
Institution: \_\_\_\_\_  
Address: \_\_\_\_\_  
City, State, Zip: \_\_\_\_\_  
Telephone: \_\_\_\_\_

**RETURN TO:  
W-ONE  
PO Box 259038  
Madison, WI 53725-9038**

**Fax: 608-274-8554**

**Please Return by June 30, 2006**

## WHA - new location

The Wisconsin Hospital Association has moved, so W-ONE has new addresses:

Mailing address:  
Wis. Organization of Nurse Executives  
PO Box 259038  
Madison, WI 53725-9038

Street address/Shipping address:  
Wis. Organization of Nurse Executives  
c/o Wisconsin Hospital Association  
5510 Research Park Drive  
Madison, WI 53711

A map to WHA's building is available at:  
[www.wha.org/about/whamap.pdf](http://www.wha.org/about/whamap.pdf)

The W-ONE phone and fax numbers have remained the same:  
Phone: 608-268-1806  
Fax: 608-274-8554

### Divine Savior Health Care DIRECTOR OF SURGICAL SERVICES

With a new and exciting state-of-the-art facility in beautiful Portage, WI. (30 miles north of Madison, near Wisconsin Dells) there has never been a better time to join us!

Divine Savior Healthcare is seeking a committed professional to lead our Surgical Services Department. The successful candidate will supervise a staff of approximately 25 in the Surgical Services, PACU, Endoscopy, Central Supply, and Ambulatory Surgery departments.

The selected candidate will bring our team a Bachelor's degree from an accredited Nursing program, current RN License with the State of Wisconsin, five years of supervisory/management experience, and an enthusiastic focus on leadership.

**To learn more about this exciting opportunity, our organization or our competitive benefits package, visit our website at: [WWW.DSHEALTHCARE.COM](http://WWW.DSHEALTHCARE.COM)**

OR

Contact us at:

Human Resources Department

Divine Savior Healthcare

PO Box 387

Portage, WI 53901

Phone: 608/745-5159

Fax: 608/745-5181

Email: [careers@dshealthcare.com](mailto:careers@dshealthcare.com)

## Call for W-ONE Board Members

Dear W-ONE Members:

We are looking for a few strong nursing leaders. You may be the one we are searching for to serve W-ONE. It's time to elect new officers and committee members for several positions. If you are interested in being placed on the ballot, please indicate your interest by marking the position of interest. You may also nominate another person, be sure they are in agreement!

\_\_\_\_\_President Elect (four year commitment, must be an AONE member)

\_\_\_\_\_Secretary (two year commitment, must be an AONE member)

\_\_\_\_\_Board of Directors (two year term)

\_\_\_\_\_Nominations Committee (two year term)

Name\_\_\_\_\_

Title\_\_\_\_\_

Agency\_\_\_\_\_

Preferred mailing address\_\_\_\_\_

Telephone\_\_\_\_\_

E-mail address\_\_\_\_\_

Please return the completed application to the address below, no later than **June 30, 2006.**

**Thank you!**

**RETURN TO:**

W-ONE

PO Box 259038

Madison, Wisconsin 54725-9038

Fax: 608-274-8554



## W-ONE Board of Directors 2006

### President-Elect

Carol Winegarden  
Asst. Adm., Patient Care Svcs.  
St. Mary's Hospital Med. Ctr.  
1726 Shawano Avenue  
Green Bay WI 54303  
Hospital: 920-498-4604  
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### Past President

Faye Deich  
Assistant Adm./Chief Nursing  
Officer  
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900 West Clairemont Avenue  
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### Secretary

Peggy Ose  
Vice President-Patient Services  
Riverview Hospital  
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8080  
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### Treasurer

Betsy Benz  
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Fax: 920/431-3249  
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### Nursing Coalition

#### Member Representative

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### Board Members

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[ladams@rogershospital.org](mailto:ladams@rogershospital.org)

Susan Peterson  
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and Risk Management  
The Wisconsin Heart Hospital  
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Fax: 414-778-7821  
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## W-ONE Committee Chairs 2006

### Bylaws

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Fax: 715-822-2740  
[maryannclark@cmhecu.com](mailto:maryannclark@cmhecu.com)

### Legislative Co-Chairs

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Mary Beth White-Jacobs  
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### Professional Development

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### Membership

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### Historian

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### W-ONE Rep./100,000 Lives Campaign

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[betsy.benz@stvgb.org](mailto:betsy.benz@stvgb.org)

### Program

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[jeansu@rmcnet.org](mailto:jeansu@rmcnet.org)

## 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.

### WHA Contact

Pam Aud  
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### WHA Liaison

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