

August 2013

HORIZONS

President's Message

How the summer has flown by – it is already the end of July and soon school will be back in session. I hope you have had some time to enjoy the summer.

WONE had its Board Meeting in June. Some of the highlights from the meeting were to increase the Legislative Committee to a committee greater than 12. It is great to see the increased interest in participating in this committee as it is so important to be actively involved in issues that impact our profession and the patients we serve. Also, there continues to be work related to the License Plate Bill and monitoring of other bills that may need our action.

The Program Committee is already doing their planning for next year's Spring Conference. It will be held in Wisconsin Dells. Watch for upcoming details. In 2015, the Conference will be held in Green Bay, and in 2016, Elkhart Lake.

The Nominations Committee is busy reviewing applications for Nurse Leader of the Year for 2013. Also, they will be accepting applications for Board positions and Nominations Committee Members that will be opening in 2014. Please consider becoming involved in this wonderful organization.

Paula Hafeman will be pulling the faculty of the Nursing Leadership Academy together to review the current curriculum and making any recommended revisions. The Academy has been a great success. The last one was conducted in Superior with a wonderful turn out. The next Academy will be offered September 26, 27, and December 6, 2013 in Green Bay at St. Vincent's Hospital. If you are a new leader or aspiring leader, this is an excellent opportunity to expand upon your current experiences and knowledge. The application deadline is August 26. You can view the flyers on WONE's website.

I participated in the AONE Chapter Leader Conference Call in May. Many of the Nurse Leader/Executive Organizations have been busy with their strategic planning and their annual conferences. A new offering AONE is involved with, along with the Healthcare Financial Management Association (HFMA) is a certificate in Executive Finance specifically targeted for Senior Nurse Executives. The program will be offered in the fall. More information can be obtained on AONE's website.

WONE's next Board meeting will be held in September, and the award for WONE's Nurse Leader of the Year will be awarded at the September 19 WHA Leadership Summit in Pewaukee, Wisconsin. We hope to see you there.

Have a great rest of the summer!



Peg Haggerty, WONE President

Nursing Leadership Academy Acknowledged

The Nursing Leadership Academy was highlighted on the Future of Nursing, Campaign for Action website: <http://campaignforaction.org/news/wisconsin-continues-prepare-nursing-leaders>. In a news article by Judith Hansen, the WONE and the Wisconsin Center for Nursing were acknowledged for their contributions in the development of nurse leaders in Wisconsin.

WONE Board Meetings 2013

Wednesday, September 18	TBD	Board Meeting WHA Leadership Summit (Summit held September 19) Country Springs Hotel Pewaukee, WI
Friday, November 15	1000-1430	Board Meeting WHA Headquarters



Key Priorities

- Develop innovation as a core competency for all nurse leaders.
- Advance community based teams across the care continuum
- Support the provision of safe, quality care in delivery systems grounded in healthful practice environments.
- Communicate the value of nursing in health care to all stakeholders.
- Optimize the operational effectiveness of WONE

Key Relationships

AONE (American Organization of Nurse Executives)
 ANEW (Association of Nurse Educators in WI)
 WCN (WI Center for Nursing)
 WHA (WI Hospital Association)
 WNA (WI Nurses Association)
 WNC (WI Nursing Coalition)

Our Values

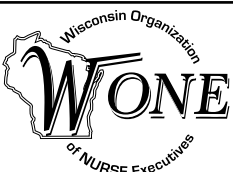
- Creativity
- Diversity
- Excellence
- Integrity
- Leadership
- Stewardship

Mission: To shape healthcare through innovative and expert nursing leadership.

Vision: The recognized voice of nursing leaders.

WONE Strategic Plan

2013-2015



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.

2013 WONE Board of Directors: President, Peggy Haggerty; Treasurer, Sally Lersch; Secretary, Doreen Kluth Past President, Paula Hafeman; President Elect, Doris Mulder
 2013 WONE Board Members: Betsy Benz, Constance Bradley, Kathy Drengler, Paula Hafeman, Susan Peterson, Wendy Williams
 Horizons Editor: Carol Winegarden

Request for articles

Last fall, you may recall that the Wisconsin Organization of Nurse Executives (WONE) conducted a survey to assess interest in developing a Speaker's Bureau that would be available to nurse executives and their organizations throughout Wisconsin. Many of you expressed an interest in participating in the bureau. While the Speaker's Bureau will not be initiated at this time, we would like to encourage you to assist WONE in another way.

We are seeking articles for publication in "Horizon," our quarterly newsletter. When you were surveyed, there were a number of nursing topics that were of interest to all of you and we would love to have you choose one of those topics, or any other topic of interest to nurse leaders, and write an article for the Horizon newsletter.

Alternatively, this can be an opportunity for you to write something for our "Toot Your Own Horn" section. Sharing ideas and experiences is part of what makes WONE so valuable and we encourage you to tell us about the positive initiatives and successes you've had in your organization by writing a "Toot Your Own Horn" article.

If you are interested in contributing an article, please contact Carol Winegarden, carolwi@cmhocontofalls.org.

I hope that many of you will see this as an opportunity to share your knowledge and success with other nursing leaders.

Sally Lersch

Possible Topics for Horizon Articles:

- Management of chronic conditions to improve quality of life
- Nursing economics
- Nursing culture
- Measuring patient outcomes
- Shared governance
- Legal aspects of charting
- Political topics related to nursing/healthcare
- Lateral violence/bullying/relational aggression
- Crucial conversations
- Nursing delivery systems
- LEAN
- Collaborative practice models; building teamwork between physicians, nurses, social workers, etc.
- Evidence based practice
- Ethics and HIPAA relative to EMR
- Nursing work standards
- Promoting healthcare needs of combat veterans
- Leadership accountability
- Stress management
- Decreasing length of stay
- HCAHPS/ACO
- Meeting management
- Dialogue skills
- Financial skills for nurse leaders
- Risk management
- Critical thinking skills
- Humor in the workplace
- Nurse leader mentoring and development
- Conflict Resolution
- Unionization
- Nurse leader succession planning
- Staff retention
- Educational standards for nurse executives
- Partnership with academia
- Baldrige Performance Excellence Criteria
- Nurse residency and mentoring of new nurses

Professional Development

The Wisconsin Organization of Nurse Executives has education funds available for Wisconsin nurses seeking a baccalaureate degree (BSN) and an advanced degree related to nursing leadership. Four \$1,000 one-time scholarships will be awarded toward a BSN and one \$1,000 one-time scholarship will be awarded for a MSN, PhD or DNP degree in 2013. Education scholarship applications must be e-mailed no later than September 7, 2013. Information and an application can be found on the WONE website; www.w-one.org.

Welcome to New Members

- Melissa Bergerson, VP Patient Care Services, Black River Memorial Hospital, Black River Falls
- Rich Lloyd, Director/Manager, Baldwin Area Medical Center, Baldwin
- Tracy L. Myhre, Nurse Executive, Tomah Memorial Hospital, Tomah
- Mary Beth Kingston, Nurse Executive, Aurora Health Care, Milwaukee
- Jill Wenzel, Director/Manager, Waupun Memorial Hospital, Waupun



**FALL
2013**

NURSING LEADERSHIP ACADEMY



Enhancing Leadership Competency and Abilities for Aspiring Nurse Leaders

The Wisconsin Organization of Nurse Executives (W-ONE), Wisconsin Nurses Association (WNA) and Wisconsin Center for Nursing (WCN) have proudly collaborated in creating the Nursing Leadership Academy for our nursing leaders of tomorrow. We believe this collaborative effort will build a strong foundation for nursing leadership excellence that will influence the future of health care.

Now accepting nominations for our next Academy!

The *Nursing Leadership Academy* is designed to bring together staff nurses and new managers from diverse practice environments to participate in interactive sessions to build leadership competencies and skills. The program consists of 2 consecutive conference days followed by 1 additional conference day three months later. Classroom time will be augmented with pre-work, assignments, and application expectations within the participant's workplace setting.

1st Session: **Thursday, September 26th** 10:00 am to 5:15 pm (*registration before*)
Friday, September 27th 8:00 am to 3:45 pm

2nd Session: **Friday, December 6th** 9:00 am to 3:30 pm

Participants will explore and apply concepts of:

- ◆ Self as Leader
- ◆ Principles of Communication
- ◆ Quality and Safety
- ◆ Evidence Based Practice
- ◆ Generational Gifts
- ◆ Systems Thinking/Strategic Management
- ◆ Conflict Mediation
- ◆ Leading Teams through Change
- ◆ Applications to Practice and Work Environment
- ◆ Development of Individualized Leadership Plans

Program Location: Green Bay, WI

The NLA classes will be held at the Heritage Conference Center in **St. Vincent Hospital**. A block of overnight rooms has been reserved at the **Days Inn**. Reservations can be made by calling 920-430-7040. Please ask for a room in the 'Nursing Leadership Academy room block' by **September 9th** to receive the discounted single room rate of \$55 plus tax. Directions to both facilities will be provided after registration is completed.

CNE Credit: Continuing Nursing Education contact hours will be awarded to participants who attend the entire program and complete all required pre-work, post-work and program evaluations.

The Wisconsin Nurses Association is an approved provider of continuing nursing education by the Missouri Nurses Association, and accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Registration Fee: \$400.00 for all three days of conference, materials, breaks and lunches. The fee is reduced to **\$200** if the nominating CNO/Nurse Leader is a member of W-ONE. No payment is required at the time of application. An invoice will be sent if your candidate is chosen to participate in the *Nursing Leadership Academy*.

Nomination/Registration Process: All candidates for the *Nursing Leadership Academy* must be nominated by the Chief Nursing Officer (or designee) of their employing organization. Considerations for nominating a candidate include:

- ◆ leadership potential
- ◆ ability to attend all 3 days of the conference
- ◆ willingness to commit to ongoing learning and completion of all assigned pre- and post-work
- ◆ support from the CNO/designee as the leader moves through the learning process

The CNO/designee and candidate must complete their respective parts of the *Nursing Leadership Academy* Application (see next page, or fillable Word document available). We will accept **one participant per facility**, but will consider a second candidate if the class has not filled by the application deadline. If nominating more than one candidate, please prioritize your candidates' ranking on their respective application forms.

Application Deadline: August 26th, 2013

Application Review: Members of the *Nursing Leadership Academy* planning committee will select participants based on:

- ◆ order in which application was received
- ◆ W-ONE membership of nominating CNO/designee/organization
- ◆ CNO and candidate commitment to the process of leadership development
- ◆ limit of 1 candidate accepted per facility (additional applications considered after August 27th)
- ◆ **class size limited to 40 participants**

Candidates chosen for the *Fall 2013 Nursing Leadership Academy* and their nominating CNO/designee will be notified by August 30th via email. Applications of eligible candidates who cannot be accommodated in the current program will be retained and prioritized for any future program.

Payment: An invoice for the registration fee will be sent by email to the nominating CNO/designee. **Registration payment must be received by September 25th, 2013.**

Questions?

Please contact Megan at the WNA office (608-221-0383 ext. 14) or megan@wisconsinnurses.org

We gratefully acknowledge support for the Fall 2013 NLA from:



APPLICATION

Due by August 26, 2013

Directions: Type answers directly into the space provided or type an 'X' in the appropriate box to indicate your answer. Save the completed form to your computer. Email a copy of the saved form to megan@wisconsinnurses.org. Watch for a return email verifying that your application was received. For questions, contact Megan at the WNA office at 608-221-0383 ext. 14.

Sponsor Information

Organization/Facility: _____

Address: _____

Chief Nursing Officer/Designee: _____

Email: _____

Phone: _____

Chief Nursing Officer/Organization a member of W-ONE? YES NO

Candidate Ranking: 1st priority from our organization 2nd priority 3rd priority

Candidate Information

Name: _____

Current Position: _____

Email: _____

Phone: _____

Number of Years as an RN: _____

Nursing Education: _____

Nursing Specialty Certification: _____

Are you willing to do pre-work, attend 2 days, do post-work, and return for the follow-up day of training? YES NO

Committees or Work Teams: (describe your participation in the space below)

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

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

WONE Board of Directors 2013

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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 or 608/268-1806.
- ! Submit articles for publication in the next issue of Horizons to Carol Winegarden, 920/846-3444, carolwi@cmhocontofalls.org
- ! If you are interested in being a part of a specific committee, contact the committee chair.

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