• Hire or keep employees who have failed. They have learned or grown from the failure.
• Loose the victim complex
• You have to think anyways, you might as well think big!
• The importance of the triple aim
• Take the big step in your career
• Suggestions for openings in schedule from staff.
• Bulletin board- “imagine the world without nurses” add photos of nurses in action.
• Bracket the 20% of job you don’t like
• Health with no boarders
• WIIFM to WIFT (What’s in it for me to what’s in it for them)
• Health with no boarders
• The importance of patient engagement.
• Power of Communication
• Tenacity
• Power of standing alone
• “stretch goal”
• Call a meeting about something you love and find the voice of nursing.
• Faming the connection, (they really will take your call)
• If you want to lead, lead
• Recognize your power- in your job, in your community, in your state.
• More community involvement
• The time for nursing leadership is now.
• It’s difficult to change but even more difficult to be irrelevant.
• Influence through tenacity
• “No one knows what they’re doing either”
• “Place Matters” For our patients-focus on community need.
• Nurses drive change- just do it.
• Lose the victim paradigm
• Be the change you expect to see
• Be part of the change
• Be the change
• Creating a committee/work group to empower clinical staff in physicians’ offices to problem solve
• Identify patients we have failed-see if we can identify what we did wrong, develop strategy to improve care we deliver.
• “Gracious Space” diversity creed on Moto
• So what implication
• Get involved in PA state coalition
• Inspire members of our team to develop themselves into future leaders
• If you are going to lead…then lead
• Recognize your power
• Victoria Rich: Gracious space create the safe, inviting environment
• Find a mentor
• Meet change with an open mind
• Mentoring outside of my organization- find a leadership perspective
• Creation of joint bachelor’s degrees BSN PLUS – economics – finance – business
• Be accountable to your profession, the patients, yourself
• Find a way influence your profession
• Don’t eat our young, women care for women
• Be a dynamic leader
• Step outside my comfort zone!
• Volunteer in my community
• Get involved as a nurse
• Have your patients and families be active in their care
• Become a volunteer
• Working women have to support each other every day, all day.
• Power of tenacity
• Partner with an economist to advance nursing practice of nurses in PA to full scope.
• Find what you love
• Listen to what patients say they need.
• Include an assessment of the impact on triple aim on each and every project.
• Think Big!!!
• Burses can impact the change we want.
• Figure out what you love.
• Get involved in SWPAC
• Identify the learning/education from a failure.
• I want to read “who moved my cheese”
• We must face the world as it is.
• Emotional intelligence and presentational skills are the core capabilities of today’s leaders.
• Discover each individual’s strengths and build on them.
• Nursing is a service line not just a cost center
• Believe in your own strengths and don’t hesitate taking the lead.
• You develop your own self worth
• Be in control of your own educational growth.
• Nurses create change based on need. Nurses are plastic.
• CEO’s, CFO’s shadow nursing!!
• Triple aim.
• Ideas without action are hallucinations!
• Think big.
• Be a leader
• Nursing residency program for informatics
• Healthcare is borderless
• More important to have voice at the table than just ASGA
• Become what I have always wanted to be.
• Take what I have learned back to share with staff
• Share the voice of nursing in one new volunteer activity in my community.
• Creating gracious space for all that I come into contact
• Your voice at the table is more important than a seat at the table
• Martha and Maxine moments
• Surround yourself with mentors
• You will be 30 if you move forward in your education or not-choice is yours
• The smallest insect can make a difference so can you
• There are times to be a “Martha” vs “Maxine”; one must know the difference to convert from one to the other
• Focused- stay home as needed
• Go lean- the Toyota process.
• It’s ok to fail- get back up
• Change is inevitable, expected that is what keeps us engaged
• Learn how to empower patients to participate in their own health wellness
• Inspire forward
• Changes require data
• Seek out opportunities to make an impact on the community.
• Distinguishing parts of a leader: humility and tenacity
• Increased staffing leads to decreased length of stay.
• Staffing matters- Needleman
• We need to help our patients figure out what questions to ask – O’Neil
• Lead as if you mean it!
• Apply the platinum rule
• Medicare paying for GN education in 5 states. Why not PA?
• Bracket work: What I love? What I have to do?
• By temporarily incompetent
• Need to be a risk-taker.
• Patient’s experience is theirs
• Stop looking for validation-sometimes you just have to do it!
• I will volunteer.
• From poster- introduce Reiki schedule into practice for staff.
• You don’t have to see the whole staircase, just take the first step.
• Magnet hospitals are required to have a plan to reach 80% BSN nurses by 2020 and WPA only 32%?
• Pay attention to my voice- is it heard? Does it really reflect what I want to say?
• Study the barriers of BSN and to set up ways to encourage/help RNs to obtain BSN and higher education.
• Making all of healthcare a 24 degree business like hospitals –MYL
• Needing more than just a seat-need a voice
• There is an unstoppable stream of work, you have to decide when to interrupt it –Diana Mason
• Don’t eat our young
• Martha and Maxine examples for types of leaders.
• “ Be the change”
• Network- do not be afraid to contact others
• Nursing needs to be marketed as a service line and not a cost center!
• Nurses can shift to thinking
• Focus on energy management vs the fantasy of work-life balance
• Make a plan
• Better staffing= better outcomes and lower mortality
• That horse has left the barn in regards to diploma and assoc. degree.
• 80% nursing to be BSN prepared by 2020
• Pursue DNP
• Attend coalition meeting
• Nursing is a service line
• Leaders lead by example best
• Demonstrate tenacity
• What do patients want? Ask!
• Find out what you love
• Use the “pull” system to improve flow and quality
• Think out of the box
• Develop a stretch goal plan
• Negotiate
• Nurses need to advocate for a patient’s voice in their care
• Leadership characteristics; humble, tenacity, authenticity
• Make sure our voices are heard
• Don’t give up! Tenacity...
• Do with passion
• Develop and empower nursing staff to continue education training
• Publish an article
• Be tenacious!
• What are our stretched goals
• Tenacity
• Edge runner model of care
• We need to be more involved in community health promotion.
• Develop a mobility program on unit
• Stop the “victim” mentality
• Idea- inspire enthusiasm for change. Pursuit of the perfect patient experience.
• We need to be our own advocates
• Read the book “what got you here won’t get you there”
• Empower family-patient involvement in patient centered rounds by incorporating Google apps in the process.
• ACO
• Change is in my power
• Communicate even with those who you think may not be interested
• “be a change agent”
• Don’t just have a seat, have a voice.
• Tenacity!
• “No one else knows what they’re doing either”
• NP’s need to lead in telehealth
• Practice to the full extent of your education and training
• Failure is inevitable... I wouldn’t hire someone who hasn’t failed
• Establishing more sustainable RN-ran health promotion programs in the communities.
• What do our patients need and want?
• Volunteer involvement
• Help others develop their competency in the ability to absorb necessity
• Support each other instead of sabotaging others
• Develop a unit vision statement
• How do we empower nurses to be innovators?
• More focus of back to basics and involve the expert in the room/the patient
• Utilize it to health with changes
• Fat cats don’t hunt. Keep moving forward
• Strategy to readmissions by 50% by upping staffing
• Think big
• Have a debriefing model to work on your major safety concerns.
• Level out workload
• Volunteer
• Be the change- Gandhi
• You have to think anyway so why not think big...Donald Trump (Drenkard)
• Changes we make must relate to the triple aim (Mason)
• Ask: What do patients need and want? (Mason) That is what WE ask!
• Professional development is critical. (Hoolahan) Yet, that is a place where cuts are made when money is tight.
• Nurses will do whatever it takes to make something work. (Lorenz) So, a starting place can always be workarounds.
• Build on our legacies—e.g., Lillian Wald
• A vision without action is a hallucination (paraphrase of Thomas Edison)(Mason)
• No one’s skill set lasts more than a few years. (Fralic)
• One is always temporarily incompetent. (Fralic)
• To be successful, be good at Plan B. (Fralic)
• Prepare future-ready nurse managers
• Equity of voice (Lorenz)
• How can you influence the profession? (Drenkard)
• If you want to be a leader, then lead...Marilyn Chow (Drenkard)
• Influence: the less we use the more we have. (Drenkard)
• Nursing needs to won the quality and efficiency agenda to change the business case assessment. (Needleman)
• Allow for gracious space to invite the stranger in. (Rich)
• Increase your powers of tenacity, staying focused, communicating, influencing, standing alone, nursing and stretching. (Drenkard)
• Many of us knew the Girl Scout pledge (Fralic)—eliminate the word try!
• The forgetting curve may trump the learning curve. (Fralic)
• If public health is working, the public doesn’t know about it. (Mason)
• It’s time to be bold! (Mason)
• Create deliberate relationships with journalists. (Mason)
• Nurses were seen as the least likely to influence reform. (Mason) We need to be more visible.
• Seize the opportunity! (Mason)