2015 Chapter Leadership Workshop

Concurrent Session D – Room: Brighton 3-4

Bedside or Boardroom: Engaging the Leader in YOU!

Speakers:

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Full Disclosure: Nothing to disclose

Outcome:

Create a personal leadership development plan.

Notes:
Bedside or Boardroom: Engaging the Leader in You!

ONS Chapter Program

Disclosures
• Faculty disclosure
• Earning CNE
• Financial support

Objectives
• Discuss the importance of leadership in nursing
• Assess one’s own leadership competency

Outcome
• Create a personal leadership development plan

2010 IOM Report
The Future of Nursing: Leading Change, Advancing Health
• Nurses should seek opportunities to develop and exercise their leadership skills
• Nursing associations should provide leadership development, mentoring programs, and opportunities to lead
• Nursing education programs should integrate leadership theory and business practices
• Public, private, and governmental health care decision makers should included representation from nursing so they have a “seat at the table.”

Bedside to Boardroom:
• Nursing Leadership has become an important focus for organizations, associations, educational programs, as well as governmental agencies
• The report calls for nursing leaders at all level of the healthcare system “from the bedside to the boardroom”
• Nurses can lead from the many realms in which they practice or volunteer

Bedside to Boardroom:
ONS’s strategic plan has LEADERSHIP as a pillar, recognizing every nurse is a leader

Through ONS involvement, members become leaders and effective cancer care advocates in their workplace, community, and the Society.

The notion of succession planning is to prepare individuals for future roles through developing skills and competence

Bedside or Boardroom: Engaging the Leader in YOU!
August 2, 2015
What are the characteristics of a leader?

How are you a leader in your role?

Empowering the Leader in Every Nurse

Leadership is about making the place where you are, better than it is.

Empowerment means being inspired with self confidence and the knowledge you can make a difference by your actions.

Leadership Competencies

- The Future of Nursing: Leading Change, Advancing Health report*
- Nursing standards & practice statements
- Role-specific competencies
- Leadership Think Tank – 2011
- ONS Strategic Plan, 2012-2016
- Leadership Competencies Project Team, 2012

IOM report, 2010

Leadership Competency Development Process

- Literature review
- Synthesis review summary
- Building the conceptual model
- Defining the components
  - Domains
  - Competencies
- Public comment
- Field & expert review

ONS, 2012

Evidence-Based

- And the beat goes on............... ❤️❤️❤️
At the individual level, oncology nurse leaders address the skills needed for personal growth or within their individual practice setting.

At the group level, oncology nurses who are leading a group should be competent in additional areas, with a broader view of their personal practice as well as the practice of the unit, council or group that they lead.

In a governance role, which may include participation on a board or other high-level position of representation, oncology nurse leaders demonstrate expanded skills. Competencies at this level will often reach outside the oncology setting.

Domains are the area of personal and professional knowledge or responsibility.
- Personal Mastery
- Vision
- Knowledge
- Interpersonal Effectiveness
- Systems Thinking

Leadership Competencies: Evolving as a Leader
- Utilizing leadership competency model
  - Individual assessment
  - Team/Group assessment
- Application
  - Work setting
  - Chapter
  - Other settings
Meet Mary

Mary is a new oncology nurse. She has just completed her first year on the inpatient oncology unit as Healthy Happenings Hospital. Mary’s mentor is an active ONS member. Mary has been encouraged to look at the ONS Leadership Competencies as she plans her nursing career. Mary is not exactly sure of her path, but she knows that personal and professional development is a noble goal. Mary reviews the Systems Thinking Domain.

Systems Thinking

Understanding, interpreting, and acting upon the relationships and processes internal and external to the healthcare environment to drive positive outcomes.

<table>
<thead>
<tr>
<th>Domain</th>
<th>Competency</th>
</tr>
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<tbody>
<tr>
<td>Navigating Change</td>
<td>Quality</td>
</tr>
<tr>
<td>Interprofessional Collaboration</td>
<td>Diversity</td>
</tr>
<tr>
<td>Technology</td>
<td>Advocacy</td>
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<tr>
<td>Stewardship</td>
<td>Ethics</td>
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Interprofessional Collaboration

<table>
<thead>
<tr>
<th>Interprofessional Collaboration</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Integration of treatment and support for patients, families, and community members.</td>
<td>N/A</td>
</tr>
<tr>
<td>Interprofessional collaboration among nurses, providers, and other members of the healthcare team.</td>
<td>N/A</td>
</tr>
<tr>
<td>Systems Thinking</td>
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</table>

Mary’s Thoughts

Mary reflects on the interprofessional collaborative team needed to care for oncology patients.

- How can I become a part of the team process?
- How can I learn more about the roles of each team member?

Quality

<table>
<thead>
<tr>
<th>Quality</th>
<th>Description</th>
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<tbody>
<tr>
<td>Interprofessional Collaboration</td>
<td>N/A</td>
</tr>
<tr>
<td>Innovation</td>
<td>N/A</td>
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Mary’s Thoughts

Mary has noticed a bulletin board in the break room describing quality indicators and the unit’s progress towards these goals.

- What is the unit doing right towards these goals?
- Where can there be improvement?
- What data is being collected and by whom?
Personal Leadership Development Plan

- Self Assessment
- Vision
- Goals
- Action Plan
- Mentorship
- Monitor Progress

**SMART Goals**

- **Specific:** Detailed, particular and focused
- **Measurable:** Quantifiable, limiting
- **Attainable:** Is it realistic?
- **Relevant:** Is it related to individual responsibilities?
- **Time:** Is there a clear deadline or timetable?

**ACTION PLAN**

<table>
<thead>
<tr>
<th>Action</th>
<th>Impact</th>
<th>Relevance</th>
<th>Timeline</th>
<th>Note</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reframe failures</td>
<td>Define goals</td>
<td>Do your homework</td>
<td>Note patterns</td>
<td>Answer &quot;What is it?&quot;</td>
</tr>
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References:

Conclusions

- ONS recognizes every nurse as a leader
- Leadership is inherent in all roles from bedside to boardroom
- ONS has developed a Leadership Competency Model that can be used as an assessment as well as a development tool
- A Personal Leadership Development Plan can help serve as a roadmap to empower the leader in YOU!

You don’t have to see the whole staircase.
Just take the first step.

-- Martin Luther King

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