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Meeting Minutes

Committee: 2015 Green Team Date: September 18, 2009 Called to Order: 10:10 a.m. Adjourned: .

Present: Toni Fair, chair, Kathy Dalton, David Daniels, Linda Riazi-Kermani, Lisa Keegan (secretary), Jackie Hausfeld, Beth Hock, Jayne Gmeiner and Yvonne Smith via phone. Barb Nash joined the group briefly

AGENDA ITEM	DISCUSSION
<p>Introductions</p>	<p>Toni Fair, provided an update on the leadership changes for the team. Toni and Jayne Gmeiner are the new co-chairs. Attendees introduced themselves.</p>
<p>Information about the Group of Twenty (GOT) meeting of July 17, 2009</p>	<p>Toni provided highlights from the GOT's July meeting. After re-affirming the vision statement, GOT members reviewed the strategic directions for each of the teams and identified areas where changes seemed necessary. Agreed that more emphasis should be placed on the sentence in the statement that stresses self-direction, accountability and control of the environment with that concept incorporated more explicitly into the work of the various teams. GOT spent considerable time developing specific projects within each team's area that could be accomplished within two years. Ultimately, agreed that the overall charge to the Green Team was too large for a single group; therefore, the team will be divided. One segment will deal with the leadership academy and continue to be known as the Green Team. The other part of the team will deal with the PR campaign and will be called the Red Team. Barb Nash will chair the Red Team. Finally, Jill Trosin and Rose Marie Martin were named as chairs of GOT.</p>
<p>Review of Green Team Goals</p>	<p>Entire Green team will work on the academy along with any additional members joining this team. Considered how Magnet ® forces impact the team's work. Because of the mobility of nurses, the forces of magnetism are being carried to non-magnet facilities. The issue is one of empowerment v. victimization. Leadership equips nurses to be empowered. Nurses must show their contributions to the bottom line which requires role clarification. Outcome measures, such as length of stay, fewer falls, nursing quality indicators support the value nurses bring to the bottom line. There are also critical thinking skills that are important to outcomes.</p>
<p>Leadership Academy</p>	<p>In developing the academy there must be minimal cost and minimal travel required to access the opportunity along with incentives to participate. Discussed the target audience—bedside nurse or broader? Agreed there ultimately should be a three-prong approach, bedside nurse, potential leaders or those transitioning to management positions, and current nurse managers. For now the focus will be on</p>

RNs providing direct clinical care.

The leadership academy sub-group's minutes were reviewed and the focus turned to consideration of the competencies identified by the sub-group. Throughout the discussion, Jayne updated the competencies and identified people who agreed to expand upon the topics before the next team meeting. (See attached document). Individuals will recommend a timeline and pull literature for their assigned topics. Out of these exercises objectives and curriculum will be developed. Team members can use the team's portion of the web site (www.ohnurses.org) Nursing 2015 link to review materials from other members. Send information to Jan Lanier for posting to the password protected portion of the site. The password is Gr2015een. (case sensitive)

Next Meeting

The team will meet again via a conference call on November 20th from 11-1. Jayne will make arrangements for the call. The next face-to-face meeting will be January 28, 2010 from 1-4 at ONA.

Leadership Academy:
Focus Audience: RN Providing Direct Clinical Care
September 18, 2009

The goal is to help our nurses to unlock their brains to the possibilities and “soar” in their profession. Recommends we do a pre-test to assess their leadership skills and a post test to re-evaluate their skill attainment.

- Goal is to develop the ability to navigate the system,
- Critical thinking skills
- Problem solving.
- Develop methodology to separate emotion and fiction from fact.
- Develop assertiveness skills versus aggressiveness skills.
- Need to develop business acumen.
- Promotion of profession
- Understand forces which impact the profession of nursing
- Importance of Belonging to a Professional Organization

The intent of this initiative is to help every nurse participant see themselves as leaders achieving a global perspective!

Assignment:

- 1) **Based on assignment below please complete the following responsibilities:**
 - a. **Pull evidenced based literature on the topic assigned**
 - b. **Develop ideas for core objectives**
 - c. **Share any articles found with the team.**

Next Meeting: November 20, 2009 from 11am-1pm

Group identified core competencies:

- Patient Advocate (Assignment: Jayne Gmeiner)
 - Centrality to patient/family
 - Maintaining Professional Boundaries and Therapeutic Relationships with Comfort and Caring Principles
 - **Coordination of Care for Safe Passage (Added 9/18/08)**
 - Care Planning (Added 9/18/08)
- Life Long Learning and Self-Initiative (Assignment: Lisa & Jackie)
 - Self Development
 - Critical Thinking Skills
 - Evidenced Based Practice
 - Importance of Belonging to a Professional Organization
- Communication Skills (Toni Fair & Linda)
 - Build Two-Way Discussion & Action with Patients/Families, Peers, Leaders and Physicians
 - **Develop assertiveness skills versus aggressiveness skills.**
 - Peer Relationships
 - Team
 - Each Others
 - Internal Retention Officer
- Professional Advocate: (Assignment: David, Kathy and Linda)

- Insight Into Big Picture
- Goal is to develop the ability to navigate the system,
- Need to develop business acumen. (Added 9/18/08)
- Health Care Policy
- Need to develop business acumen.
 - Regulatory Compliance
 - Never Event Prevention
 - Coding/Documentation/CMI

- Dealing with Ambiguity (Assignment: Beth Hock)
 - Role Clarity

- Practitioner Autonomy (Assignment Beth Hock)
 - Role Clarity
 - Promotion of profession

- Work-Life Balance (Assignment Lisa & Jackie)