

Nursing 2015 Initiative  
 Team Name: **Blue Team**  
 Meeting Date: January 3, 2007

**Strategic Direction:** Practice culture, conditions, and benefits provide a win-win for nurses, consumers, and the organizations

**Meeting facilitator(s):** Renae Phillips, Jean Scholz & Jan Lanier **Secretary:** Jan Lanier

**Team Leaders:** Grace Wakulchik & Michele Valentino

Agenda Item	Discussion	Decisions Made & Follow-Up Needed
I. Introductions	Participants introduced themselves and identified a workplace enhancement they felt needed to be addressed at their own work site. Examples included work/life balance; communication & collaboration; multi-generational challenges; flexible schedules; team work—expand beyond one’s own unit, encourage nurses to step out; resources to do one’s job; focus on retention not just recruitment; need to feel valued; promote a positive culture at work; need to feel good about the work even in the face of budget constraints. It was noted that all of the enhancements are encompassed in the Statement of Professional Nursing, 2015.	Participants recognized that there is a gap between what is and what is envisioned for the future. Most of the challenges are emotional. Need to capture the art of nursing not just the tasks.
II. Review of vision statement & relevant strategic direction	Following review of the statement, participants agreed that the statement has relevance for them. The Blue Team’s challenge is to improve nursing culture, the work environment & the professionalism of nursing. Nurses need to be rewarded for what they offer to the health care system. All of this will take time to accomplish.	Team members identified that representation is needed from southeast Ohio and also from long-term care and community health.
III. Time line/key achievements/communication tools	Because much of the work this team will do deals with the value of nursing, participants discussed why nurses are not valued. Ideas included: no one realizes what nurses do; there is a division between clinical people and non-clinical (financial & human resources departments) regarding the recognition of and appreciation for what nurses do; many do not see the art of nursing, particularly other disciplines; many nurses do not understand the entire compensation issue; nurses need to give a voice and rationale for why they are where they are; feeling valued is a personal choice; need to prove the value of nursing in the business environment that is health care; need to separate nursing service charges	

	<p>from room and board.</p>	
	<p>Rena reviewed the work of the Group of Twenty thus far and reminded participants of other strategic directions that other teams will be addressing. The work of this group does not need to address each element of the statement. The process will be one of convergence and divergence.</p>	<p>Between 2007 and 2010/2011 the team needs to establish an action plan and communicate that plan to others so that the pieces can be in place in time for the overall 2015 goal to be realized.</p> <p>By the end of 2007 the team must develop its objectives and build the action plan so plan implementation can begin.</p> <p>Team participants should be willing to commit at least one year to working on the team's strategic direction and also put into place a mechanism for bringing others on board as needed.</p>
<p>IV. Position papers and resources</p>	<p>Pam Baker attended the meeting in place of Grace Wakulchik. She began the review of the materials sent to team members prior to the meeting. Jan Lanier, and Jean Scholz also highlighted the contents of the materials. Jean described the workforce initiative underway at OHA. Jan noted the six essential standards for establishing and sustaining a healthy work environment identified by the American Association of Critical Care Nurses. The emphasis is on relationships and include:</p> <ul style="list-style-type: none"> <li>○ Skilled communication</li> <li>○ True collaboration</li> <li>○ Effective decision-making</li> <li>○ Appropriate staffing</li> <li>○ Meaningful recognition</li> <li>○ Authentic leadership</li> </ul>	

<p>V. Next meeting dates, places &amp; times and agenda building</p>	<p>The group agreed that it should meet again as a whole perhaps one or two more and then consider breaking down into smaller, task specific groups once the action plan has taken shape. It was also agreed that the meetings should be longer (from 10 a.m. to 3 p.m.) with everyone responsible for bringing their own lunches since there is no financial support available for the team at this time. In the future when the team subdivide into work groups co-chairs will be identified.</p>	<p>To facilitate development of the action plan, team members should identify what their own organization does to address staffing issues. Ask the question what is done to assure staffing is adequate. <b>The next meeting will be on Friday, March 9<sup>th</sup> at ONA from 10:00 a.m. to 3 p.m. The team will meet again May 18<sup>th</sup>, same time same location.</b> Renaee will send questions to the participants to assist them in the gathering of data. Members were encouraged to gather resources to share with the group. <b>Participants are encouraged to recruit additional team members and to discuss the Nursing 2015 Initiative with their colleagues and co-workers.</b> Please contact one of the team leaders or ONA (<a href="mailto:jlanier@ohnurses.org">jlanier@ohnurses.org</a>) for more information if needed.</p>
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Respectfully submitted,  
Jan Lanier