



# ACNL in Action:

*Nurse Leaders Making a Difference!*

Association of California Nurse Leaders

June 2018

## In This Issue

- ACNL Launches Executive Leadership Academy**
- Nominations Open for 2019 Board of Directors**
- ACNL Unveils Speaker Line-Up for 2019 Annual Conference**
- Call for Podium and Poster Presenters for ACNL's 2019 Conference**
- Scholarship Opportunities – ACNL and Nurses Float Scholarship**
- Recognize Excellence! Nominate a Colleague for an ACNL Award**
- Support ACNL Through AmazonSmile Purchases**
- The Perfect Gift: A Donation to ACNL's *Circles of Giving***
- ACNL: A Valuable Resource for Personal and Professional Growth!**
- BRN Update: Highlights of June Board Meeting**
- Exciting Leadership Opportunity from *HealthImpact!***
- Meet ACNL's Newest Team Member – Ashley Memory**
- ACNL Webinar: The Nursing Workforce – Win Millennials' Loyalty**
- ACNL Regional Meetings in September**
- Upcoming Foundation for Leadership Excellence Course**

The logo for the Executive Leadership Academy features the letters "ACNL" in a purple, sans-serif font at the top. Below it, the words "EXECUTIVE LEADERSHIP" are written in a larger, bold, purple, sans-serif font. A stylized orange staircase graphic with an upward-pointing arrow at the top right corner is positioned between "EXECUTIVE" and "LEADERSHIP". Below the staircase, the word "ACADEMY" is written in a purple, sans-serif font.

## ACNL EXECUTIVE LEADERSHIP ACADEMY

## **ACNL Proudly Launches its Executive Leadership Academy!**

*Providing nurse leaders with the knowledge, tools and guidance critical for success in executive leadership roles! 2018 inaugural class begins in late September.*

ACNL's Executive Leadership Academy is a transformational learning experience designed to help nurse leaders excel in executive leadership practice. Planning and development for this 12-month, customized program began in 2015 and was spearheaded by ACNL's Board of Directors and Nurse Leadership Development Committee.

"The Executive Leadership Academy was envisioned to be an exceptional program for nurse leaders in all settings who want to advance to the nurse executive level. ELA provides a unique opportunity to learn advanced curriculum, receive guidance from a coach and mentor, and network with experienced and influential nurse leaders," explains Susan Herman, DNP, RN, NEA-BC, CENP, ACNL's 2015 President.

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Developed by and for nurse leaders, the focus of modules and presentations is tailored to meet the unique needs of participants. The robust curriculum aligns with the American Organization of Nurse Executives (AONE) competencies; the California Action Coalition's integrated competencies, based on the Institute of Medicine's *Future of Nursing Report*; and elements of the Magnet Model for Nursing.

ACNL's Executive Leadership Academy builds and advances leadership competencies by educating and coaching attendees to:

- **LEAD PEOPLE** through authentic communication and reflective practice skills.
- **BUILD COALITIONS** through teamwork, political influence and conflict management.
- **DRIVE CHANGE** by creating a vision, embracing evidence-based practice and quality improvement, and improving awareness of critical legal and regulatory factors.
- **LEAD INNOVATION** with fiscal and environmental stewardship and understanding of technology and informatics.
- **ATTAIN A GLOBAL PERSPECTIVE** to enrich your personal leadership toolkit.

Advance your career to the next level by applying for ACNL's Executive Leadership Academy! This exclusive program is limited to 20 participants. *Preference is given to ACNL members.*

**Online Application Process Opens June 27, 2018 through the ACNL website at: [www.acnl.org](http://www.acnl.org)**

**[View Executive Leadership Academy Brochure](#)**

## **Nominations are Open for ACNL's 2019 Board of Directors**

Submit your name to be on the ACNL ballot for a board position for 2019. Board service is an excellent way to make a significant difference in the nursing profession beyond your work setting. You will also increase your personal satisfaction with your leadership role, expand your influence and network with a wonderful board of directors!

There are five board seats open for 2019 – one from each of the four regions and president-elect. Each position is a two-year term, with the exception of president-elect, which is three years with the term of presidency being February 2020 - February 2021.

*Active regular or emerging nurse leader members are eligible to submit an application.*

**Deadline is June 29, 2018.**

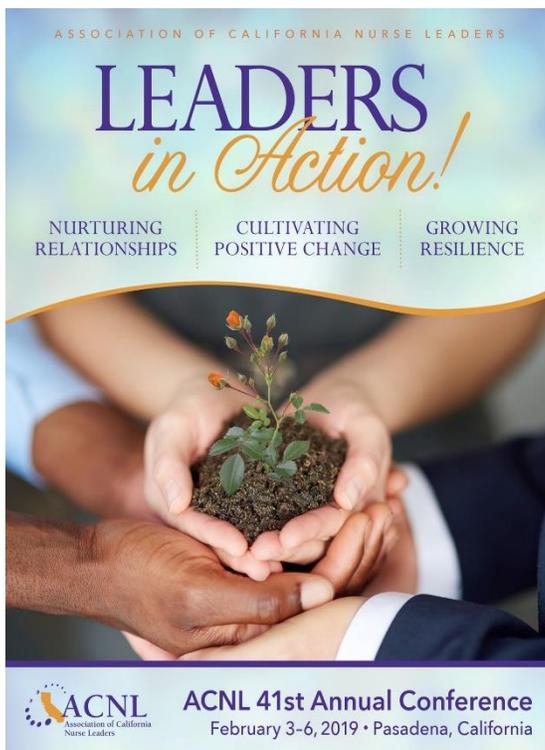
**Download the Nomination Packet for more details.**

**[ACNL Nomination Packet – pdf](#)**

**[ACNL Nomination Packet – word doc](#)**

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## ACNL Unveils Speaker Line-Up for 2019 Annual Conference



### *Leaders in Action!*

**Nurturing Relationships | Cultivating Positive Change | Growing Resilience**

**Feb. 3-6, 2019 at the Pasadena Convention Center**

*Are you prepared for the challenges and opportunities in today's rapidly changing health care environment?*

ACNL's 2019 Annual Conference provides you with the knowledge, tools and insights to optimize your effectiveness as a nurse leader as you nurture important relationships, cultivate positive change and grow resilience to deliver quality care to patients and communities.

Keynote **Rick Sacra, MD**, medical missionary and Ebola survivor, tells his inspiring story about delivering care in countries where the knowledge base is limited, the needs are great and there is danger for the providers.

**Nancy Hollingsworth, MSN, MBA, RN**, President and CEO of St. Agnes Medical Center in Fresno, describes how nursing influences her role as an executive and shares tactics for moving up the leadership ladder.

**Amy Lynch**, a respected authority on aligning multi-generational workplace teams, helps you unlock *Generational Intelligence* and utilize strategic diversity to effectively lead your team and improve ROI.

**Ann Tardy, JD, CSP**, author, entrepreneur and Chief People Officer at *LifeMoxie Mentoring and Leadership*, will help you unlock the power and potential of your role while maximizing your effectiveness in changing environments.

**ACNL's Research Committee and the CALNOC Team** update you on research priorities and evidence-based practice.

**ACNL members** share innovative programs and best practices during breakout and poster sessions.

*New presenters continue to be added to our distinguished line-up of speakers!*

***Be a Leader in Action! Attend ACNL's 2019 Conference in Pasadena***

More information and registration coming soon to [www.acnl.org](http://www.acnl.org)

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## Call for Podium and Poster Presenters for ACNL's 2019 Conference

Share your innovative work and best practices with colleagues at ACNL's 2019 Annual Conference in February. Submit applications using our online system. Choose one of the following tracks: new knowledge and innovations in leadership, patient safety and quality, healthy work environment, leader role development and patient engagement. **Application Deadline: August 1, 2018**

[View Submission Instructions](#)

[Submit Your Online Application](#)

## Scholarship/Fellowship/Grant Opportunities from ACNL

To further our mission to develop nurse leaders and promote lifelong learning, ACNL sponsors academic and research scholarships and fellowships annually for our members. Through this year's application process, ACNL will award three \$5000 scholarships and one \$7500 scholarship. To further support ACNL members advancing their education, our longtime partners will award two additional scholarships: Catalyst Systems will present the \$3,000 Barbara Brantley Scholarship; and Alpha Consulting Group will award a \$2,000 scholarship. These scholarships will be presented at ACNL's 41<sup>st</sup> Annual Conference, February 3-6, 2019 in Pasadena.

**Scholarship Application Deadline is September 2, 2018. Don't Miss this Opportunity!**

[ACNL Scholarship Information and Online Application](#)

## Nurses Float Scholarship

The Nurses Float Scholarship Fund was created from monies remaining from the Nurses Float, which appeared in the 2013 Rose Parade.

ACNL, in partnership with Bare Root, Inc.,

presents the Nurses Float Scholarship annually. This is an academic scholarship awarded to a registered nurse pursuing either an ADN to BSN or BSN to MSN degree. This scholarship will be presented at ACNL's 2019 Conference in February.



Membership in ACNL or California residency is *NOT* required to apply for the Nurses Float Scholarship.

**Application Deadline for Nurses Float Scholarship is September 2, 2018.**

[Nurses Float Scholarship Information and Online Application](#)

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## Recognize Excellence! Nominate a Colleague for an ACNL Award

ACNL's Awards Program recognizes the outstanding contributions of nurse leaders in advancing nursing excellence and improving the health of our patients and communities. Best Practice Award categories are: Leadership, Professional Education, Clinical Practice, Innovation and Technology in Professional Nursing, Recruitment/Retention and Outreach, Excellence in Nursing Research, Outstanding Emerging Nurse Leader, Contributions as a Humanitarian and Chapter Excellence. In addition, there are two awards for support of the nursing profession: Friend of Nursing and Contributions to ACNL.

Recognize a nurse leader who is serving our profession with distinction! Nominate a colleague for a prestigious ACNL award.

[Online Nomination Application](#)     **Deadline is September 2, 2018**

### *Hear from One of Our 2018 Recognition Awardees:*



"It was an incredible honor to receive the Leadership Award from my colleagues at ACNL! I have very much enjoyed assisting ACNL in accomplishing our goals and serving in several capacities including Board Member from Central California and Secretary/Treasurer. I've also benefited from being the Past President of the Leadership Coalition in the Central Valley, and President of the Sigma Mu Nu Chapter of Fresno and the California Organization of Associate Degree Nursing of the North. To have my contributions of collaboration and successful outcomes of nursing projects recognized by my peers was so wonderful. I encourage all ACNL members to

take time out of their busy schedules to recognize and nominate a colleague who has made a difference. You will have a wonderful impact on their life!"

**Dr. Stephanie R. Robinson**

## Support ACNL Through AmazonSmile Purchases

*How to Sign Up or Change Your AmazonSmile Charitable Organization to ACNL*

An easy way to contribute to ACNL's philanthropic program, the *Circles of Giving*, is to sign up for Amazon Smile when you go shopping online. Amazon will contribute a percentage of your purchase to ACNL every time you buy something. Please consider this option – it won't cost you a penny and will help ACNL provide scholarships and fund educational programs for nurse leaders.

Use the quick link below to set up and designate your AmazonSmile account to ACNL, or easily change your existing designated charity to ACNL.

**ACNL/AmazonSmile quick link:** <https://smile.amazon.com/ch/94-2910850>

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***OR follow these instructions:***

On your first visit to AmazonSmile ([smile.amazon.com](https://smile.amazon.com)), you will be prompted to select a charitable organization from a list of eligible organizations. You can type in ACNL.org or Association of California Nurse Leaders and our organization will be visible for selection. You can change your designated charitable organization at any time.

To change your current charitable organization on AmazonSmile:

1. Sign in to [smile.amazon.com](https://smile.amazon.com) on your desktop or mobile phone browser.
2. From your desktop, go to **Your Account** from the navigation at the top of any page, and then select the option to **Change your Charity**. Or, from your mobile browser, select **Change your Charity** from the options at the bottom of the page.
3. Select a new charitable organization to support.

Once you've designated your charity, use [smile.amazon.com](https://smile.amazon.com) for all your purchases. Products and prices on the AmazonSmile site are identical to those found on Amazon.com. For more information about the AmazonSmile program, go to <http://smile.amazon.com/about>.

## **The Perfect Gift: A Donation to ACNL's *Circles of Giving***



By Ellen Zoschak, MPH, MS, RN, NEA-BC  
ACNL Philanthropic Committee

Do you have an RN colleague or friend who is retiring? Graduating? A nurse or health care employee you would like to honor or recognize? Do you want to acknowledge someone who has gone above & beyond? Instead of a bouquet of flowers or a box of candy, have you thought about donating to ACNL's *Circles of Giving* program?

This is a gift that not only acknowledges the individual but continues to contribute to nursing. The *Circles of Giving* program provides funds to create and present educational programs, such as the newly established Executive Leadership Academy, and scholarships to help nurse leaders obtain advanced degrees. Lifelong learning is a unique gift that positively impacts both nurses and patients.

So before you buy that gift card to Starbucks, consider instead making a donation to ACNL's *Circles of Giving*. It is the perfect gift for the consummate professional and a heartfelt token that recognizes the importance of nursing.



*"If you stop for one second and do something, everyone is happy. You pay it forward and it comes back to you twelve-fold."* Mariska Hargitay

***It is easy to donate to the Circles of Giving at: <https://acnl.memberclicks.net/donate>***

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## ACNL: A Valuable Resource for Personal and Professional Growth!



By Giancarlo Lyle-Edrosolo, DNP, RN, CENP, CNL  
ACNL Board Member – South Region

ACNL has given me a sense of community and belonging. A community of activated nurse leaders with the same interests, goals and, most importantly, struggles. I have met many individuals who have served as mentors, colleagues and friends. Leaders I can turn to and ask questions that may relate to situations that are occurring in the workplace or in my own professional/personal journey. If you are going through something, chances are someone in ACNL has either traversed that path or is currently working through the same decision points. You are never isolated – someone from your ACNL network is always an e-mail or phone call away.

ACNL offers many resources for a nurse leader's professional development. Benefits range from in-person, small group courses to the largely attended annual conference. There are also many networking opportunities and educational/leadership development programs offered via online platforms. The benefits abound, and you can pick and choose from what offerings suit your needs: from the emerging leader to the accomplished/seasoned executive.

My involvement with ACNL began five years ago when I presented at the annual conference as an emerging leader. It has taken me on a journey of a lifetime and a trajectory that I couldn't have planned better myself. My engagement with the organization has opened many doors and helped tremendously in my professional growth – from serving as a board member of a national nursing organization to now as ACNL Southern Region Director, to finding career advancement opportunities, and being informed/involved with health policy advocacy within our state. My story is similar to countless others who have received many benefits from their involvement with ACNL.

I look forward to what the future will bring. I am confident that I will have the resources I need, because I know ACNL will be there to support me throughout this journey.

## BRN Update: Highlights of June Board Meeting

The Board of Registered Nursing met June 13-14, in Sacramento. Day one covered disciplinary matters, including hearing petitions for early termination of probation and reinstatement of licensure. The individual stories as they appear before the Board are often very sad. As compelling as these stories may be, Board members are encouraging to the petitioners – yet very clear that their decisions are based on their mandate to protect the public.

The BRN's Intervention Program is a voluntary, alternative-to-discipline, rehabilitation program for RNs afflicted with a substance abuse disorder or mental illness. To learn more about the BRN program, view this short informational video:

[BRN Intervention Program Video](#)

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On the second day of the meeting, BRN Executive Officer Dr. Joseph Morris reported that clinical placement continues as a hot topic. The recent survey of academic and clinical agencies has closed, and the data will be shared during the Regional Summit meetings and the Education and Workforce Advisory Committee meetings.

The Board voted on positions for several pieces of legislation, including support of SB 1480 (Hill). This bill decreases the application fee for Public Health Nurse Certification from \$500 to \$300 beginning January 1, 2019. The bill further requires the BRN to reimburse 2018 applicants the \$200 difference in fees. The Board also voted to support SB 349 (Lara) that establishes minimum staffing requirements for chronic dialysis clinics and sets a minimum transition time between patients receiving dialysis services at a treatment station.

In other actions, the Board a voted to maintain the current officers with Trande Phillips as President and Donna Gerber as Vice-President.

## **Exciting Leadership Opportunity from HealthImpact!**

HealthImpact has been California's nursing workforce center for well over a decade. Exceptional staff leaders have been the driving forces behind HealthImpact's many accomplishments. Recently, Judee Berg announced her desire to step down from her position as Chief Executive Officer. Judee will continue to lead the organization during the search for a new CEO.

To search for a new leader, the HealthImpact Board has formed a CEO Succession Planning Committee. For additional information visit [www.HealthImpact.org](http://www.HealthImpact.org) or contact Patricia McFarland, ACNL CEO Emeritus, at [patricia@acnl.org](mailto:patricia@acnl.org). McFarland is assisting the committee with the CEO search.

[Informational Flyer with More Information](#)

## **Meet ACNL's Newest Team Member**



ACNL is happy to announce that Ashley Memory, administrative assistant, is the newest member of our office staff. Joining ACNL in May, Ashley has already made several valuable contributions to our organization. Her areas of responsibility include: membership, website maintenance, social media communications and other assignments as needed.

Ashley comes to ACNL with strong customer service skills and experience in office and facility management, property management, information technology and contract management. She is currently completing her Associate of Arts degree in sociology and social and behavioral sciences. You can reach Ashley at: [ashley@acnl.org](mailto:ashley@acnl.org)

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## **Upcoming Events**

### ***ACNL Webinar:***

#### **The Nursing Workforce: Winning Millennials' Loyalty** ***Strategies to Retain Early Tenure Millennial RNs***

**Tuesday, July 24, 2018**

**12:00 - 1:00 p.m. (Pacific Time)**

The two tried-and-true strategies for retaining frontline nurses – building strong engagement and a strong residency program – aren't sufficient to prevent turnover of millennial nurses. Nationally, turnover of millennial RNs in the early years of their careers is soaring. This challenge will only intensify as millennials become a larger percentage of the nursing workforce.

This webinar equips nurse leaders with strategies to create a practice environment early-career millennial nurses won't want to leave. This includes best practices for creating a safe environment for early-career nurses, encouraging early-career RNs to explore lateral transfers and winning back staff even after they have given notice.

**Presenter:** Joan Meadows, MSN, RN  
Senior Director  
Nursing Executive Center  
The Advisory Board Company

**[Register for this Webinar](#)**

## **View Recordings of Recent Webinars**

***Please Note:*** to access these recordings, you will be prompted to log onto the ACNL website.

### ***Your Leadership Toolkit: The Coaching Mindset***

**[Access Recording and Handouts for The Coaching Mindset](#)**

### ***Developing a Best Practice Sepsis Program - Exemplars from Nurse Leaders***

**[Access Recording and Handouts for Best Practice Sepsis Programs](#)**

**[Visit ACNL's Webinar Library](#)**

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## **ACNL Regional Meetings: *Harnessing the Winds of Change***

***Don't miss these opportunities to engage in important conversations, network with colleagues, participate in educational sessions and receive continuing education credit.***

The Member Experience Committee (MEC) invites members, chapter members, non-members and pre-licensure students to the 2018 ACNL Regional Meetings. These 1-day programs will engage nurse leaders in important conversations, while also providing education and networking opportunities.

### **South Regional Meeting**

September 14, 2018  
9:00 a.m. – 3:00 p.m.  
LAC & USC Medical Center  
Auditorium 1642  
1200 North State Street  
Los Angeles, CA

[Informational Flyer](#)

[Register Online](#)

### **San Diego Regional Meeting & Legislative Event**

September 28, 2018  
9:00 a.m. – 3:30 p.m.  
Sharp Spectrum - Auditorium  
8695 Spectrum Center Blvd.  
San Diego, CA

[Informational Flyer](#)

[Register Online](#)

## **Upcoming Foundation for Leadership Excellence Course**

ACNL's *Foundation for Leadership Excellence Course* is a five-day intensive to help you develop long-lasting, effective leadership skills. Whether it's human resource issues, customer-service concerns, implementation of quality and patient safety initiatives, budget analysis, cost-saving mandates or building your influence as a leader, you will gain new perspectives and solutions for the difficult challenges you face daily.

### **Next Foundation Course:**

**November 12-16, 2018**

Embassy Suites - Anaheim South  
11767 Harbor Blvd, Garden Grove, CA

[Information and Online Registration](#)



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<https://www.facebook.com/ACNLnurse/>