



**FIVE-DAY
CURRICULUM**

Creating a Community of Nurse Leaders

PRESENTED BY THE ASSOCIATION OF CALIFORNIA NURSE LEADERS

Five full days of learning, problem-solving and networking

CUTTING EDGE
CURRICULUM
WITH PRACTICAL
APPLICATIONS TO
SUCCEED AS A
LEADER IN TODAY'S
HEALTH CARE
ENVIRONMENT.

*Building a "Foundation
for Leadership Excellence"*



See inside for details about this comprehensive program

THE ASSOCIATION OF CALIFORNIA NURSE LEADERS PRESENTS:

Foundation for Leadership Excellence

A FIVE-DAY PROGRAM DESIGNED FOR NURSE LEADERS

Our health care environment is changing rapidly. Health care reform, pay for performance, HCAHPS, value based purchasing, quality, patient safety and other critical initiatives are vital to the success of your healthcare organization and your ability to provide optimal patient care.

As a nurse manager, you are at the heart of today's healthcare operations. You play a pivotal role in recruiting, retaining and motivating staff; ensuring clinical quality; managing both fiscal operations and services to patients; as well as many other areas of responsibility. *Foundation for Leadership Excellence* was created to provide nurse managers and front-line leaders with the tools they need to be successful. Since its inception, the *Foundation* program has evolved to meet the changing needs of nurse leaders.

Foundation for Leadership Excellence is a five-day intensive program 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 on a daily basis.

This program provides emerging and seasoned nurse leaders with many opportunities to acquire new skills and build upon existing ones – a winning formula for success!

In keeping with our Lifelong Learning philosophy, the course curriculum provides an excellent foundation as emerging nurse leaders prepare for national certification through the American Organization of Nurse Executives' (AONE) Credentialing Center.

THIS COMPREHENSIVE PROGRAM OFFERS:

- A faculty comprised of California's most influential nurse leaders.
- Exploration of trends in professional nursing practice, health care and leadership and their impact on your work environment.
- Opportunities to build invaluable professional relationships.
- Practical approaches, tools and innovative techniques to help you problem-solve in your professional setting.
- Integration of your specific questions and interests into the course content with practical solutions to your real-time challenges.
- Interpretation and analysis of budget and financial statements and defined implications specific to your unique circumstances.
- Implications of regulatory and legislative health policy on leadership and practice.

OVERALL COURSE OBJECTIVES

- Explore innovations in nursing practice and leadership.
- Identify and grow your personal leadership style to increase your influence and effectiveness.
- Develop strategies to build a positive work environment with motivated employees where optimal inter-professional practice flourishes.
- Examine proven approaches to enhance customer service and patient engagement to increase HCAHPS and CGCAHPS scores.
- Utilize business plans and financial reports to drive decision-making.
- Integrate performance-improvement, regulatory and accrediting principles into your leadership role.
- Discover the nurse leader's role in health care reform and the Institute of Medicine's Future of Nursing vision.
- Discuss implications of policy decisions on nursing practice and patient care.
- Develop proficiency in providing meaningful feedback to employees.
- Devise strategies to effectively lead and manage change.
- Re-energize your spirit to be the best leader possible.

"Promotes a very positive and engaging environment that inspires me to be the best manager possible!"

PROGRAM AT A GLANCE

DAY 1 — Leadership Excellence

- Learn key competencies and behaviors of successful leaders.
- Apply insights of assessment to improve your leadership skills.
- Use leadership principles to balance clinical and business agendas.
- Understand the far-reaching impact of systems theory.
- Explore personality traits to enhance your communication and leadership skills.

DAY 2 — Raising Your Financial and Leadership IQ

- Examine opportunities to improve the health of our patients and communities through the IOM Future of Nursing vision and the Affordable Care Act.
- Develop a working knowledge of Value Based Purchasing and how your leadership can impact the financial performance of your organization.
- Enhance your communication abilities for all situations.
- Examine generational and cultural differences in the workplace and their impact on leadership effectiveness.
- Understand all components of budget, including position control and interpreting financial statements.
- Explore the facets of financial leadership, including accountability, variance analysis, cost/quality/service and operational efficiency.

DAY 3 — The Influential Leader: Maximizing Your Resources

- Explore the essentials of successful budget planning.
- Discover the fundamentals of business plan development and presenting your plan to decision-makers.
- Improve your negotiation skills to achieve your goals and increase your influence.
- Create your personal plan to maximize your career potential.



Recent graduates of the Foundations Course

DAY 4 — Leading Your Team: Setting Expectations and Enhancing Performance

- Increase team effectiveness and efficiency by selecting and retaining quality talent.
- Understand the nurse leader's role in monitoring and leading professional practice.
- Formulate strategies to maximize staff performance, including setting expectations, handling discipline and providing objective behavioral feedback to employees.
- Manage conflict, disruptive behavior and bullying in the workplace.

DAY 5 — Putting it all Together: Quality and Patient Safety Begins with Your Leadership

- Describe key factors to consider when managing in a union/potential union environment.
- Explore national trends in performance improvement.
- Understand the nurse manager's role in an environment where patient outcomes are linked to reimbursement.
- Identify practical strategies and tools to improve outcomes and successfully lead change.
- Learn to engage staff to improve customer service and raise HCAHPS and CGCAHPS scores.
- Reflect on lessons learned and integrate skills gathered throughout the Foundation Course.

CONTINUING EDUCATION CREDIT

Provider approved by the California Board of Registered Nursing, Provider No. 02110, for 40 contact hours. Three units of University graduate elective credits are available through California State University, San Marcos. Contact ACNL for more information.

WHO SHOULD ATTEND?

Nurses in leadership roles and those who aspire to leadership across the continuum, including acute care, post acute and ambulatory care, are encouraged to attend this program.

*"Best conference in my nursing career!
The subject variety was wonderful."*

"I thoroughly enjoyed the course and feel better prepared for my new management role."

"This conference is empowering!"

"Every nurse leader needs to attend this conference."

COURSE OFFERINGS AND REGISTRATION

For course offerings, hotel information and to register for *Foundation for Leadership Excellence*, see the enclosed Registration Form or visit the ACNL website at www.acnl.org

CORE FACULTY

Judee Berg, MS, RN, FACHE



Judee is executive director of *HealthImpact*, formerly the California Institute for Nursing & Health Care, which develops solutions to meet nursing workforce needs. She has held hospital, nurse executive and leadership positions in state and national health care organizations, and is a past president of ACNL.

Brenda Brozek, MAOL, RN



Brenda is a communication and education consultant for several professional nursing organizations, including ACNL. She specializes in helping groups and individuals effectively deliver their messages to a variety of audiences. Brenda is a published author and former executive director of ACNL.

Peggy Diller, MS, RN



Having been a California nurse executive for more than 20 years, Peggy's current niche is serving in interim nursing executive positions. She has been the senior nurse leader in hospitals across the state – in both union and non-union environments. Peggy is a past president of ACNL.

Mary Foley, PhD, RN, FAAN



Mary is director of the Center for Nursing Research and Innovation at UC San Francisco. She is active in the health policy arena and is a past president of the American Nurses Association. Mary has worked with the Collaborative Alliance for Nursing Outcomes (CALNOC) since 2004, and has extensive expertise in nurse sensitive care measures.

Beth Gardner, MS, RN



As a seasoned nurse executive, Beth has extensive experience in nursing and hospital operations. She is an enthusiastic and collaborative leader with strong communication and team building skills. Beth is a champion for the nursing profession and is a past president of ACNL.

Kimberly Horton, DHA, MSN, FNP, RN, FACHE



Dr. Horton is chief executive officer at Vibra Hospital of Sacramento. Prior to joining Vibra, she held numerous leadership roles in public and private health care systems. A successful strategist, role model and mentor, Kim is passionate about nursing's role in health care reform, leadership, professional ethics and lifelong learning.

Judy Husted, MS, RN



Judy has more than 30 years of senior healthcare leadership experience in for-profit, not-for-profit and HMO organizations. She has had much success in optimizing operations, enhancing profitability and driving organizational performance. Judy has been active in ACNL since its inception, serving as president in 2003.

Dennis Kneepel, MPA, RN, FACHE, CPHQ, NEA-BC



Dennis is chief operating officer and chief nursing officer at Kaiser Permanente San Rafael Medical Center. Dennis is a champion for the nursing profession and quality patient care. He has a strong background in administration, critical care nursing and clinical informatics. He is ACNL's 2018 president.

Ginger Manss, DNP, RN, AOCN, HACF



Ginger is senior director of quality and patient engagement at St. Joseph's Medical Center in Stockton. She has more than 30 years of clinical nursing and administrative experience and is an energetic and passionate leader. Ginger is also a past ACNL president.

Patricia McFarland, MS, RN, FAAN



Pat is CEO emeritus of ACNL, having served as the organization's administrative leader for 23 years. Known for her visionary leadership, business acumen and passionate advocacy, Pat is the recipient of numerous awards, including AONE's prestigious Nurse Mentor Award.

Kimberly Tomasi, MSN, RN



Kim is chief executive officer of ACNL, representing the voice of nurse leaders throughout the state. She also serves as executive officer for the CA Nursing Students Association and CA Association of Colleges of Nursing. Kim has extensive expertise in nursing practice, administration and leadership development.

Lynne Whaley-Welty, MS, RN



Lynne is formerly senior vice president for clinical operations/chief nurse executive at White Memorial Hospital, part of the Adventist Health System. With more than 30 years of nursing, clinical and administrative experience, Lynne is a champion of the nursing profession and patient care excellence. She is a past president of ACNL.

"Every speaker has a passion for their subject that resonates throughout the room."

"What a fabulous, enthusiastic and committed group of leaders. I am in awe. All the speakers were excellent, very people-oriented and know their subject. Everyone was very passionate about nursing and brought that passion to me. Thank you!"

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