



ACNL Webinar:

Follow The Yellow Brick Road... The Path to Board Service Part 1

October 29, 2015
12:00 – 1:00 p.m.

Call-In: 1-888-858-6021
Conference ID: 6869845975#



Future of Nursing: *Leading Change, Advancing Health*

Prepare and enable nurses to lead change to advance health.

Nurses, nursing education programs, and nursing associations should prepare the nursing workforce to assume leadership positions across all levels, while public, private, and governmental health care decision makers should ensure that leadership positions are available to and filled by nurses.

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Recommendation #7

- Personal responsibility for developing leadership skills
- Professional associations – leadership programs, mentorship and opportunities to lead
- Academia – integrate leadership and business theories across the curriculum
- Nurses on boards, executive teams and in key leadership positions.

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ACNL's RNs on Boards Survey

- Survey was conducted at ACNL's 2015 Annual Conference
- 576 attendees
- Message was sent through our conference app
- 100 attendees responded or about 17%

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ACNL Survey Results

Are you interested in serving on a board?

- Yes 69%
 - No 22%
 - Undecided 9%
- 52 individuals provided contact information to serve on a board.

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Our Presenter



Ron C. Carpio, MSN, MHA, RN-BC, NE-BC
 Nurse Manager
 Providence Holy Cross Medical Center

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What is Expected of Board Service?

Stewardship

- Belief in something greater than self
- Responsibility to act in best interest of the organization
- Accountable to board stakeholders
- Accountable for legal and ethical standards
- An open and broad perspective of the world

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What is Expected of Board Service?

Participate in Board Governance

- Operational performance
- Strategic planning
- Policy making
- Advocacy
- Stakeholder relationships
- Fiduciary oversight
- Fund development
- Leadership development

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Skills Nurses Bring to Boards

- Operational knowledge
- Strategic planning
- Patient focus
- Policy, safety & quality expertise
- High public trust
- Business sense
- Problem solvers/analytical
- Inter-professional collaboration

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Rewards for Nurses

- Meet interesting people/broaden network
- Connect with people outside of work/profession
- New perspective
- New knowledge
- New skills
- New inspiration
- Have an impact on healthcare delivery



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Our Presenter



Norie Bencito Acaac, MSN, MBA, RN
 Chief Patient Care Executive
 Loma Linda University Behavioral Medicine Center

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Getting Started

Identify Your Passion

- Dedicated to a cause
- Willingness to commit
- Goal for the overall good of the organization
- Demonstrate expertise

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Identify Your Passion

Explore Local Organizations

- Review role description
- Does it have meaning for you?
- Is it a good fit?

A Match for Your Interests and Strengths

- Personal interests
- Professional expertise
- Combine personal & professional

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Getting Started

Start Locally

- Local non-profit board
- Local policy making
- Committees at work
- Committees in professional organization

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How to Find Opportunities

- Leadership team at place of employment
- Foundation leaders
- Local newspaper
- United Way referral resource
- Church members
- LinkedIn groups
- Volunteer

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Finding the Right Fit

- Examine the mission & vision
- Examine the purpose
- What are the board activities?
- What are the board expectations of members?
- Who are the board members?
- Volunteer on a committee first
- Review bylaws
- Review & understand the business and legal structure of the organization

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Build Connections

- Develop connections in profession & in the community
- Find a mentor
- Network with executives and board members of companies and organizations inside and outside of healthcare

✕ Let your interest and expertise be known

- Executive recruiting firms
- Governance conferences

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Skills Inventory

Communicator:

- Do I have skills to effectively manage conflict and express my opinion?
- Do I engage others in the decision?

Planner:

- Do I identify key steps in a project in advance and develop an implementation time line?
- Do I handle changes in the plan easily?

Active Engagement:

- Do I have time to prepare for and participate adequately in board meetings?
- Do I identify ways to improve a meeting?

Collaborator:

- Do I work well with others?
- Am I willing to understand & listen to other viewpoints?

-Westphal, M. , 2014

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Skills Inventory

- Decision Maker:**
 - Do I feel comfortable making decisions?
 - Do I seek out additional information when needed?
- Financial Steward:**
 - Do I understand how to read a balance sheet & profit & loss statement?
 - Do I manage my own finances well?
- Organizer:**
 - Do I handle multiple priorities well?
 - Do I stay on schedule?
- Advocate:**
 - Do I understand the mission, vision, & values of the organization?
 - Do the values of the organization fit with my personal values?
- Visionary:**
 - Do I have the ability to identify a clear picture of the future?
 - Am I comfortable with ambiguity?

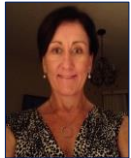
-Westphal, M., 2014

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Our Presenter



Noeleen O'Byrne, MS, RN
Manager, Surgical Intensive Care Unit
Sharp Memorial Hospital

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Board Service



"Nurses must be at the decision-making tables."

Susan Hassmiller, PhD, RN, FAAN
Senior Adviser for Nursing
Robert Wood Johnson Foundation

What Does It Take to Get There?

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Competencies: Knowledge & Skills

- Healthcare delivery and performance
- Business and finance
- Human resources
- Ability to read and understand data/research
- Governance knowledge
- Healthcare industry knowledge
- Individual expertise

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Competencies: Personal Capabilities

- Achievement orientation/active engagement
- Collaboration/able to balance the need to remain objective and to challenge management
- Community orientation/form community partnerships/volunteerism
- Innovative thinking/visionary
- Organizational awareness

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Competencies: Personal Capabilities

- Strategic orientation/assess, and provide input into, an organization's mission and strategy
- Team leadership/Networking
- Continuous learning
- Organization and analytical skills

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Let Your Board *Light* Shine!

- L** reflects the importance of listening
- I** reflects independence
- G** reminds you in your board role to focus on growth
- H** represents holism - a special charisma nurses possess
- T** stands for trustworthiness - speaking with kindness, authority and evidence

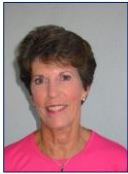
-Bleich, M., 2014

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Our Presenter



Judy Dahle, MS, MSG, RN
 Independent Practitioner and Consultant
 Gerontology/Elder Support Services/
 Perioperative Services

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Building/Maintaining Competencies

Nursing Profession

- Professional practice
- Committee work

Extracurricular Activities

- Professional organizations
- Community involvement

Seek Mentors Who Serve on Boards

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Building/Maintaining Education

Formal training

- Degree or certificate programs
- Non-degree programs
 - Sigma Theta Tau International Board Leadership Development Program
 - National League for Nursing Leadership Institute
 - Robert Wood Johnson Foundation Executive Nurse Fellows
 - Best on boards (www.bestonboards.org)

Publications

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Building/Maintaining Competencies

Online Resources

- Center to Champion Nursing in America (www.championnursing.org)
- Nurse Leaders in the Boardroom (<http://championnursing.org/nurse-leaders-resource>)
- Center for Healthcare Governance (www.americangovernance.com)
- The Governance Institute (www.governanceinstitute.com)
- Future of Nursing: Campaign for Action (www.thefutureofnursing.org)
- Robert Wood Johnson Foundation (www.rwjf.org)

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Wrap Up of Today's Webinar

- Final Questions
- Evaluation
- Access to webinar recording

Thank YOU for Participating!

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