Thursday, April 12 Pre-Conference Workshops  *(Separate fee. Advance registration required.)*

8:00 AM - 4:30 PM  
**Finance and Business Skills for Nurse Managers**  
Strong financial skills are necessary to be an effective leader in today’s health care environment. The Finance and Business Skills for Nurse Managers program better equips participants for nursing finance management.

*Chuck Alsdurf, MAcc, CPA, director, Healthcare Finance Policy, Operational Initiatives, Healthcare Financial Management Association (HFMA); Jan Phillips, DNP, RN, CENP, chief nursing officer, Central Carolina Hospital*

8:00 AM - 4:30 PM  
**Certified Nurse Manager and Leader (CNML) Essentials Review Course**  
This workshop will include a review of the Nurse Manager Skills Inventory™ and practical application of the competencies. While working in a group setting, you will discuss management of finances, human resources, performance improvement, technology, and strategic planning and how it relates to your professional practice.

*Kathy Harris, MS, RN, CENP, FACHE, retired regional vice president of clinical services, Banner Health*  
*Diane Twedell, DNP, RN, CENP, chief nursing officer, Southeast Minnesota Region, Mayo Clinic Health System*

8:00 AM - 4:30 PM  
**Certified in Executive Nursing Practice (CENP) Essentials Review Course**  
This workshop will review the AONE Nurse Executive Competencies™ and practical application of the competencies (Communication and Relationship Building, Knowledge of the Health Care Environment, Leadership, Professionalism and Business Skills.) This course is intended to be an opportunity to integrate concepts with experience, honing your critical thinking abilities in preparation for the CENP exam.

*Debra Honey, MHA, RN, FACHE, CENP, senior vice president/chief nursing officer, Covenant Health*  
*Susan Pastor, RN, ND, CENP, vice president, patient care services, CHI St. Vincent Infirmary Medical Center*  
*Carol A Watson, PhD, RN, CENP, FAAN, retired clinical professor, University of Iowa College of Nursing*  
*Joyce Young, PhD, RN, CENP, vice president patient care services and chief nursing officer, St. Joseph Mercy Ann Arbor & Livingston Hospital*

1:00 – 4:00 PM  
**Transforming Practice Using Data Analytics and Informatics**  
Join colleagues and hear from experts how IT is deployed to address the quadruple aim through data analytics, CNO-CNIO synergy, and predictive modeling.

1:00 – 4:30 PM  
**Building Greater Resilience: Stress smarter. Recover better. Be your best.**  
Nurses are at the heart of health care, but many struggle with taking care of themselves as well as they take care of their patients. Nurse fatigue, stress and burnout continue to increase and cause far reaching impact to themselves and their organizations. This educational workshop will demonstrate how nurse leaders can build greater levels of resilience to stress smarter, recover better and bring their best self to work and home.

*(AONE 2018: schedule is subject to change) pg. 1*
**Friday, April 13 Snapshot Schedule**

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<thead>
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<th>Time</th>
<th>Event</th>
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<td>7:00 – 7:45 AM</td>
<td>WELCOME CONTINENTAL BREAKFAST</td>
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<tr>
<td>8:00 – 9:30 AM</td>
<td>OPENING KEYNOTE – CHIP HEATH: THE POWER OF MOMENTS</td>
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<tr>
<td>9:30 AM – 1:30 PM</td>
<td>EXHIBIT HALL IS OPEN</td>
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<tr>
<td>10:30 – 11:20 AM</td>
<td>BREAKOUT SESSIONS</td>
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<tr>
<td>ID-477</td>
<td>Developing Nurse Leaders: Collaboration Targeting the Quadruple Aim</td>
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<td>ID-599</td>
<td>Economies of Purpose: Maximizing Systemness for Impact</td>
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<td>ID-519</td>
<td>Facebook at Work: A Leader’s Key to Success</td>
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<td>ID-800</td>
<td>Human Trafficking: Identifying &amp; Responding to Victims in the Health Care Setting</td>
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<td>ID-363</td>
<td>Improving the Patient Experience: An Inter-Professional Focused Approach</td>
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<td>ID-390</td>
<td>Longitudinal Impact of Nurse Leader Executive Development Program</td>
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<td>ID-247</td>
<td>Not Just &quot;Tinkering Around the Edges&quot;: Disruptive Innovation!</td>
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<td>ID-256</td>
<td>Power in Partnerships: Building the BSN Workforce</td>
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<td>ID-603</td>
<td>Show Me the Money! Partnering for Nursing Excellence</td>
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<tr>
<td>ID-240</td>
<td>Starting Your New Nurse Managers Off Right!</td>
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<tr>
<td>11:30 AM – 1:00 PM</td>
<td>LUNCH IN THE EXHIBIT HALL</td>
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<td>11:30 AM – 12:30 PM</td>
<td>POSTER SESSION WITH PRESENTERS</td>
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<td>1:30 – 2:20 PM</td>
<td>AONE REGIONAL HOT TOPICS</td>
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<tr>
<td>2:40 – 3:30 PM</td>
<td>BREAKOUT SESSIONS</td>
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<tr>
<td>ID-769</td>
<td>Community Partnerships for a Culture of Health</td>
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<td>ID-204</td>
<td>Creating a Transformative Nurse-Empowering Workforce</td>
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<td>ID-494</td>
<td>Expanding APRN Roles: A Strategy for Success</td>
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<td>ID-801</td>
<td>Ignite: Research</td>
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<td>ID-252</td>
<td>Investing in Human Capital to Improve Retention</td>
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<td>ID-529</td>
<td>Lean Leadership: A Neuroscience Unit's Amazing Transformation</td>
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<td>ID-126</td>
<td>Nurse Managers' Leadership in Creating Evidence-Based Practice Environments</td>
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<td>PLENARY SESSION — FORMER CONGRESSMAN PATRICK J. KENNEDY:</td>
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<td>MY JOURNEY: MAKING MENTAL HEALTH ESSENTIAL HEALTH</td>
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8:00 – 9:30 AM Opening Keynote: The Power of Moments
*Chip Heath, New York Times Best-Selling Author and Professor*

Chip Heath is an expert in organizational behavior at Stanford Graduate School of Business. Along with his brother, Dan, he has co-authored four books, including their latest book, *The Power of Moments: Why Certain Experiences Have Extraordinary Impact*. The book explores why some brief experiences can jolt, elevate and change us — and how we can learn to create such extraordinary moments in our life, our work, and for patients. Chip has consulted with clients ranging from Google to Gap.

10:30 – 11:20 AM BREAKOUT SESSIONS

**ID-477 Developing Nurse Leaders: Collaboration Targeting the Quadruple Aim**

This session describes an innovative program where the Transitional Care Nurse Manager works collaboratively with teams of nursing and medical students who make home visits to high risk patients. The visits increase the capacity of the transitional care program while improving nursing student leadership skills and improving patient outcomes. Patients who were in the student team transitional care program had a reduction in 30 day readmissions and a reduction in all admissions. The program developed key nursing leadership skills in nursing students, and provided a value-added approach to achieving the Quadruple Aim.

*Derrick M Garletts, MSN, MPH, RN, visiting lecturer, Indiana University; Deanna L Reising, PhD, RN, FNAP, faculty, Indiana University; Kara Bierbaum, RN, case manager, Indiana University Health*

**ID-599 Economies of Purpose: Maximizing Systemness for Impact**

As health care leaders, we live at the intersection of patient care as a business and health care as a fundamental human need. Many individuals pursue health care careers because they are driven by the need to connect to a bigger purpose. As we think about maximizing the benefits of systemness, we should look beyond realizing economies of scale to enabling economies of purpose. This session details a seven step method that the nursing team used to transform an organization from the brink of organizing activity to achieve statistically significant improvements in nurse engagement while reducing turnover, improving quality and enhancing operational efficiency.

*Michele A Janney, PhD, RN, FAAN, executive vice president and chief nurse executive, Indiana University Health; Andrea R Kessler, MBA, vice president, clinical strategy and integration, Indiana University Health*

**ID-519 Facebook at Work: A Leader’s Key to Success**

Does the thought of social media on the nursing unit give you cold sweats? Do you think that Facebook at work is a waste of time and kills productivity? This informative presentation will show nurse leaders how to utilize social media at work to not only increase communication between staff and leadership but simultaneously increase nurse satisfaction and retention. About 80% of working adults are on Facebook, yet only 19% use it for work related purposes. Learn how one department utilized the free resources available online to safely and securely engage with staff and interdisciplinary teams leading to organizational adoption.

*Brandon "Kit" Bredimus, MSN, RN, NE-BC, director of emergency services, Midland Health*

**ID-800 Human Trafficking: Identifying & Responding to Victims in the Health Care Setting**

As part of the American Hospital Association’s Hospitals Against Violence, this session will explore the complexities of human trafficking. Many health care providers, who interact with human trafficking victims, are unaware these crimes occur and are often not prepared to respond to victims, survivors and those at risk. This session explores specific indicators, reporting requirements and ways to assist victims in the clinical setting. Participants will have the opportunity to hear from a human trafficking survivor, and explore opportunities for improving practice and policy.

*(AONE 2018: schedule is subject to change)*
Holly Gibbs, human trafficking response program director, Dignity Health; Goldie Smith, director of emergency services, Dignity Health; Anitra Williams, director of nursing operations, St. Joseph’s Medical Center

**ID-363  Improving the Patient Experience: An Inter-Professional Focused Approach**

Explore strategies to improve and enhance patient experience and quality data through the development of an interprofessional team to pointedly focus on improved care. Learn how CNO and Chief surgeon mentorship and team development promoted inter-professional engagement and practice to achieve high, quality, safe patient care and patient satisfaction. The inter-professional patient experience team is a low-cost, high-reward initiative that can be replicated in other organizations looking for similar successes.

Mary Del Guidice, MSN, RN, CENP, chief nursing officer, Pennsylvania Hospital; Anthony Zapisek, MSN, RN, NE-BC, nurse manager, Pennsylvania Hospital; William Welch, MD, chair, department of neurosurgery, Pennsylvania Hospital

**ID-390  Longitudinal Impact of Nurse Leader Executive Development Program**

This session will underscore the development of executive nurse talent is critical to leading change and advancing health. It will highlight a best practice nurse executive development program that has served nurse leaders and given its success, expanded to fill the needs for other clinician executive development. Each program element will be described to show how it adds value to the creation of executive talent and how the combination of all program elements has resulted in industry leading results for retention and promotion as well as other key outcome measures. Session participants will be encouraged to replicate the program design.

Susan B Jeska, EdD, MBA, RN, vice president, center for clinician advancement, UnitedHealth Group

**ID-247  Not Just "Tinkering Around the Edges": Disruptive Innovation!**

Patient care models must change in order to provide higher value (higher quality at lower costs) to our new era customers, while also increasing job satisfaction of the care team. Attendees will benefit from what one system has learned during their journey to a radically different inpatient care model. The steps to innovative disruption, including triumphs, challenges and mistakes are offered to encourage attendees to successfully navigate their own journeys into the future.

Kathleen Sanford, DBA, RN, FACHE, chief nursing officer, Catholic Health Initiatives; Shannon Denney, MSN, RN, system director innovation programs, Catholic Health Initiatives; Sue Schuelke, PhD, RN-BC, principal investigator virtually integrated care project, CHI Health Saint Elizabeth

**ID-256  Power in Partnerships: Building the BSN Workforce**

The need is growing for a more highly educated nursing workforce. Nursing leaders are challenged to assure a staff prepared to improve care delivery across all settings, contribute to cost containment and to fill future leadership roles. Innovative new models of education are being developed to meet these workforce needs. Participants will hear details about these models and the role of nursing employers to expand their impact. Specific strategies will be provided to support the education of new nurses and facilitate education of the existing workforce.

Donna Meyer, DNP, RN-BC, research faculty, Organization for Associate Degree Nursing; Jan Jones-Schenk, DHSc, RN, NE-BC, academic vice president, College of Health Professions, Western Governor’s University; Judee Berg, MS, RN, FACHE, chief executive officer, Healthimpact

**ID-603  Show Me the Money! Partnering for Nursing Excellence**

As part of one hospital’s nursing department strategic plan for nursing excellence, a partnership was formed with the Hospital Foundation to achieve a five-year plan for support. The Nursing Excellence Initiative was launched in the fall of 2015 with the goal to raise $7.5 million by 2020. The Nursing Excellence Initiative reinforces the value of nurses and invests in their professional development to support the delivery of exceptional patient care. Goals for the Initiative focus on professional development, advancing nursing education scholarships, certification support, nursing research and clinical simulation center.

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Tonya Montesinos, MS, RN, NE-BC, director of nursing professional practice and magnet, Abbott Northwestern Hospital; Travis Maher, MS, RN, chief nursing officer, Abbott Northwestern Hospital; Carol Huttner, BSN, RN, director, Abbott Northwestern Hospital Foundation Board, Abbott Northwestern Hospital Foundation

ID-240  Starting Your New Nurse Managers Off Right!
The nurse manager role is vital for patient, staff, and organizational outcomes. Expectations of nurse managers are changing and their role has changed in scope and complexity. Nurse managers are underprepared, underdeveloped and are experiencing emotional exhaustion and burnout. This session will highlight how a large health care system engaged nurse managers to select and implement the AONE Nurse Manager Institute in order to standardize onboarding and development for nurse managers. Insights into the impact of providing nurse managers with the necessary knowledge and skills on retention and achievement of organizational outcomes for both patients and staff will be shared.

Maggie Fowler, MBA, RN, NEA-BC, vice president patient care/system chief nursing officer, SSM Health; Amber Wood, MSN, MBA, RN, system director education, SSM Health; Jeannie Mollohan, MS, RN, NEA-BC, system executive director nursing practice and clinical effectiveness, SSM Health Care

11:30 AM – 12:30 PM  POSTER SESSIONS WITH PRESENTERS

1:30 – 2:20 PM  AONE REGIONAL HOT TOPICS

All attendees are encouraged to attend these meetings and connect with their regional board chair and fellow nurse leaders from across their region.

2:40 – 3:30 PM  BREAKOUT SESSIONS

ID-769 Community Partnerships for a Culture of Health
This session will present findings from HRET’s work with the Robert Wood Johnson Foundation around how to build a culture of health. Presenters will share practical strategies from a recently published playbook on hospital-community partnerships, and session participants will work in groups to complete one of the exercises through the lens of their nursing work and community characteristics. The presenters will then showcase a new web-based tool called CHNA Finder to demonstrate how this tool can support community health improvement work.

Julia J Resnick, MPH, senior program manager, American Hospital Association

ID-204 Creating a Transformative Nurse-Empowering Workforce
Nurse executives will learn how a large health care organization created a voice for nursing to make a positive difference in the lives of health care consumers. Explore how a pilot demonstration evolved into an ongoing best practice that has expanded to a broader clinician population. Highlights will include examples of programs that attract, retain, engage and develop nurses. Nurse and organizational impacts will be discussed.

Jennifer K Meyer, MBA, CSSBB, vice president, Center for Clinician Advancement, UnitedHealth Group; Jeanne Gibson, BSN, RN, director, Center for Clinician Advancement, United Health Group

ID-494 Expanding APRN Roles: A Strategy for Success
As the demand for APRNs continues to grow, this session highlights national trends and leading practices in the utilization of APRNs and the need for comprehensive strategies that include well-defined models of care and workforce planning programs. It also showcases how nursing leaders at a large health system worked closely with physicians and APRNs to effectively optimize and engage this growing workforce and to implement a comprehensive strategy aimed at improving access, quality, service and affordability.

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Erin Slay, MHA, BSN, RN, director, advanced practice providers, University Hospitals; Jean Blake, MJ, BSN, RN, system chief nursing officer, University Hospitals and University Hospitals Case Medical Center; Trish Anen, MBA, RN, NEA-BC, principal and APC workforce practice co-leader, Sullivan, Cotter and Associates, Inc.

**ID-801 Ignite Research**

Hear nurse researchers provide a 5-minute overview of different leadership related studies. Choose which presentation sparks your interest and join in the ensuing discussion on application of research to practice.

1. **The Lack of Minorities in Professional Nursing**  
   Maureen Melia Chadwick, MSN, RN, NE-BC, chief nursing officer, Allegheny Health Network --Saint Vincent Hospital

2. **Relationships Between the Practice Environment and Nurse Fatigue**  
   Amy M Knupp, PhD, RN, director, nursing quality improvement and patient safety, The Ohio State University Wexner Medical Center

3. **Where’s the Joy? Nurse Leader Burnout**  
   Lesly A Kelly, PhD, RN, assistant professor, Arizona State University; Cindy Lefton, PhD, RN, manager and researcher, patient experience, emergency services, Barnes-Jewish Hospital; Shelly Fisher, PhD, RN, NEA-BC, assistant professor, University of Wyoming

**ID-252 Investing in Human Capital to Improve Retention**

Improving nurse retention is critical to sustain a highly skilled Cardio Thoracic ICU workforce. The presenters will describe how historical staffing data, quality improvement tools, predictive analytics, and engagement of the current workforce in recruitment and hiring redesign were used to develop a Prospective Staffing Model to improve retention and to strengthen the health, well being and resiliency of the workforce.

Kelly Kester, BSN, RN, NE-BC, nurse manager, operations, Duke University Hospital; Mary Lindsay, MSN, RN, NEA-BC, associate chief nursing officer, Duke University Hospital

**ID-529 Lean Leadership: A Neuroscience Unit's Amazing Transformation**

As health care organizations strive to improve patient outcomes with limited resources, it is essential to change the way we lead our teams. Nurse leaders have the opportunity to transform the way we work by empowering frontline caregivers. Often, nursing caregivers have the best solutions to challenges; they need a structure and process to allow them to work on what matters most. This session will guide participants through the lean leadership process implemented on a neuroscience inpatient unit that transformed leadership and nursing practice, and resulted in significant improvement in employee engagement, nurse turnover, patient experience, and nurse-sensitive measures.

Kimberly D Hunter, DNP, MBA, NEA-BC, associate chief nursing officer, Cleveland Clinic; Dannelly Perdion, BSN, RN- BC, nurse manager, Cleveland Clinic

**ID-126 Nurse Managers' Leadership in Creating Evidence-Based Practice Environments**

Delivery of evidence-based practices improves patient safety, quality of care, and patient outcomes. This session focuses on nurse managers’ leadership behaviors and competencies for creating evidence-based practice (EBP) environments and implementation of evidence by staff. Attendees will learn concepts regarding nurse manager’s EBP competencies and leadership behaviors, and how to evaluate each. Attendees will also learn how to evaluate practice climates for staffs’ implementation of EBPs and recommendations for leadership development for EBP. Attendees will have an opportunity to complete a self-assessment of their competencies for EBP.

Marita G Titler, PhD, RN, FAAN, department chair, UMSN department of systems, populations and leadership, University of Michigan School of Nursing; Shuman J Clayton, PhD, MSN, RN, assistant professor, University of Michigan School of Nursing; Amy Berentes, MSN, RN, vice president, patient care Services, Mercy Medical Center

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ID-802  Nursing Thought Leader: Linda Quinn Everett, PhD, RN, FAAN

Tap into the experience and knowledge of AONE’s 2018 Lifetime Achievement Award recipient Linda Q. Everett, as she discusses her passion as a nurse leader followed by dialogue with the audience. Join the conversation and walk away with ideas and perspective from this influential nurse leader.

Linda Quinn Everett, PhD, RN, FAAN

ID-635  Nursing Workforce Diversity and Inclusion Improvement Strategies

The current RN workforce needs to be more diverse. How do we attract and retain diverse men and women into the profession? Innovation creates real change with workforce diversity. Learn how one northwest children’s hospital developed programs to increase nursing diversity and address the disparity of underrepresented ethnic minority groups.

Leslie Rickard Harder, MN, RN-BC, director, nursing professional development, Seattle Children’s Hospital; Susan Geiduschek, DNP, NEA-BC, associate chief nurse, senior director of inpatient operations, Seattle Children’s Hospital

ID-500  Nurturing Resilience: Developing a Peer Support Program

Health care workers at every level are exposed to potentially upsetting events. The death of a patient, a medical adverse event, or a difficult outcome can have an emotional effect on staff that is not only devastating, but that also can interfere with future work. Troubling interactions with patients, families, or colleagues can have a similar effect. We have launched a budget-neutral program to ensure that staff who are experiencing emotional distress at work can get immediate help on their unit from a peer. We have provided training and networking for peer supporters and have realized many benefits.

Patricia Folcarelli, PhD, RN, interim vice president for health care quality, Beth Israel Deaconess Medical Center; Stephen Pratt, MD, QI director of anesthesia, Beth Israel Deaconess Medical Center

3:45 – 4:45 PM  Plenary Session: My Journey: Making Mental Health Essential Health

Former Congressman Patrick J. Kennedy

U.S. House of Representatives (1995-2011); Co-Founder, One Mind for Research and Founder, The Kennedy Forum on Community Mental Health

A pioneer in mental health policy and advocacy, Rep. Patrick J. Kennedy served Rhode Island’s First Congressional District for 16 years. During his time on Capitol Hill, Kennedy was the author and chief sponsor of the Mental Health Parity and Addiction Equity Act, legislation that guaranteed equal access to mental health and addiction services. Calling it the “civil rights issue of our time,” Kennedy successfully oversaw the bill’s passage, and in 2008, it was signed into law by President George W. Bush.
SATURDAY APRIL 14 SNAPSHOT SCHEDULE

7:00 – 8:00 AM  VENDOR SUNRISE SESSIONS

8:30 – 9:30 AM  PLENARY SESSION — DR. CYNDA RUSHTON: CULTIVATING MORAL RESILIENCE IN TURBULANT TIMES: WHAT CNO’S CAN DO

9:30 AM – 1:30 PM  EXHIBIT HALL IS OPEN

10:30 – 11:20 AM  BREAKOUT SESSIONS
   ID-803  Ignite Session
   ID-415  Implementation and Outcomes from a Professional Advancement Model
   ID-117  Innovative Model Facilitates Rapid Access and Capacity Management
   ID-643  Leadership Mandate: Empowerment for Nursing Leadership in Ambulatory
   ID-167  Modernizing Clinical Communications for the Mobile Workforce
   ID-805  Nursing Thought Leader: Margaret McClure
   ID-324  Positivity: Broaden and Build Your Way to Resilience
   ID-804  Roundtable Discussions
   ID-141  Share the Work - Discover the Joy
   ID-245  Transforming Care Delivery with a Clinical Nurse Leader

11:30 AM – 12:15 PM  AONE NOMINATIONS INFORMATION SESSION. Open to all AONE members interested in running for a position on the Board of Directors. Lunch will be served.

11:45 AM – 12:45 PM  POSTER SESSIONS WITH PRESENTERS

1:30 – 2:20 PM  BREAKOUT SESSIONS
   ID-810  Best Practices in Nursing Leadership: 2018 AONE Award Recipients
   ID-383  Connecting with Millennials to Understand the ‘Why’
   ID-045  Engaging Frontline Leaders to Decrease Preventable Patient Harm
   ID-417  Establishing Fully Oriented Staff Pipeline for Vacated Positions
   ID-806  Ignite Session
   ID-527  Results-Oriented Education: Innovation in Assessment and Delivery Methods
   ID-807  Roundtable Discussions
   ID-355  Should I Dial 911? Call Our Nurses Instead!

2:40 – 3:30 PM  BREAKOUT SESSIONS
   ID-536  8-Year Trends New Nurse Employment RN Workforce Issues
   ID-809  AONE Advocacy
   ID-653  Beyond Silos: Leveraging Systemness to Improve Quality
   ID-350  Embedding Nursing Informatics in Shared Governance
   ID-673  Funding Onboarding of New Nurses Through Workforce Apprenticeships
   ID-197  Huddled-Up and Wired to a Real-Time Electronic Dashboard
   ID-808  Roundtable Discussions
   ID-737  Transforming Interprofessional Care Delivery Through Innovative Model Redesign
   ID-496  Using Emotional Intelligence to Build a Leadership Pipeline
   ID-510  Using Situational Leadership to Manage Multi-Generational Employee Groups

3:50 – 5:00 PM  PLENARY SESSION — RANA FOROOHAR: WHAT THE TRUMP PRESIDENCY MEANS FOR THE US AND GLOBAL ECONOMY

(AONE 2018: schedule is subject to change) pg. 8
7:00 – 8:00 AM Vendor Sunrise Sessions

A Case for Precision Staffing: CNO-CFO Partnership Opportunities
During this session, you will understand how a data-driven workforce management approach to “Precision Staffing” will create excellence in outcomes for nursing, staff, patients and the organization. Legacy approaches such as opinion based staffing and assignment variability need to be replaced with clinically intelligent analytics and technology to impact patient, clinical staff and operational outcomes through Precision Staffing. We will also explore the opportunity for nursing to partner with finance to lead this data-driven transformation to drive excellence in patient care.

Karlene Kerfoot, PhD, RN, NEA-BC, FAAN, chief nursing officer, Workforce Management, GE Healthcare

Engaging Health Care Employees (especially Millennials!) with Gamification
This session will address trends in engagement among health care employees with a special focus on millennials. We will discuss why engagement is so essential and review the incredible trickle-down effect an engaged workforce can have on our hospitals and health systems. We will learn about Gamification – what it is, why it works, and how you can use it in your organizations. Finally, we will review a case study from an organization who saw significant impact, including on the HCAHPS, after implementing gamification using Wambi’s recognition and performance system driven by real-time patient feedback.

Alex Coren, inventor, co-founder, chief innovation officer, Wambi; Rebecca Metter, chief executive officer, Wambi

Forecasting and Centralization Guide Capacity Management Improvements
If you had a crystal ball and could see how many inpatients would present hours, days, weeks, even months in advance, you could eliminate reactive processes from daily operations and drive performance excellence. Today's crystal ball is technology! Hospitals like yours are using predictive analytics to create more accurate plans and better understand patient census. Additionally, co-locating key capacity operations drives efficiency and awareness. The result: more time for proactive decisions, allowing you to flex units or adjust schedules. Centralizing capacity information helps you improve the entire patient journey, shorten ED wait times, minimize off-service placements, and achieve efficient throughput.

Mary Patricia Sullivan, MSN, RN, CNS, chief nursing officer and chief experience officer, Atlantic Health System Overlook Hospital; Noel Hunter, RN, corporate director, EHC access & transfer service, Emory Health

Human Factors Engineering: Using Technology and Data to Improve Nursing Efficacy
A detailed review of how data and technology can be leveraged to help improve nursing efficiency. Understanding how studying human factors can help nursing leaders use a methodical approach to examining their institutions and implementing improvements.

Michael Becker, chief nursing executive, Masimo; Susan McGrath, director of research, patient safety learning laboratory, Dartmouth-Hitchcock

Innovative Virtual Care Team Models for Acute Care Leaders
Learn how to overcome staffing shortages with an innovation, long term solution. The session will spotlight how to improve care delivery that enhances the patient and employee experience. Hear how virtual care givers in the inpatient care team can reduce variations in care, increase quality and satisfaction scores, improve outcomes and streamline care and manage staffing costs.

Cindy Koppen, MSN, senior vice president of clinical operations, Banyan Medical Systems

Precision Throughput by Creating Synergistic Workflows in Workforce and Capacity Management Through a Centralized Model
Health care leaders are challenged to improve operational efficiency, value and throughput with limited resources while still managing fluctuations in demand and acuity of patients. To improve operational efficiency, organizations are faced with thinking differently to better align fragmented departments, drive out waste and embrace culture changes. By breaking down departmental silos and creating a centralized operations center through technology, people and process organizations can facilitate precision of the patient placement process.

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Kara Hess, RN, BSN, director of clinical operations, Shawnee Mission Health; Durenda Juergensen, RN, FACHE, MHA, NE-BC, LSSGB, chief nursing officer, health system operations, Cerner Corporation

SelfCare for HealthCare; Increase Resiliency, Recruitment and Retention

All leaders agree that a nurse who is strong physically, mentally and spiritually delivers better patient care, resulting in improved outcomes, satisfaction scores, and ultimately, reimbursements. After decades of nurturing and inspiring caregivers, nurses and leaders, Chicken Soup for the Nurse’s Soul author LeAnn Thieman founded SelfCare for health care™, a transformational year-long program proven to increase morale, improve resiliency, decrease sick days, boost recruitment, and increase retention…creating a place every nurse wants to work. Leave this fun, informative session renewed and reenergized, with strategies for Magnet and Pathways to Excellence applications, including tools to care for your caregivers…and yourselves.

LeAnn Thieman, LPN, CSP, CPAE, founder/owner, SelfCare for HealthCare

8:30 – 9:30 AM Plenary Session: Cultivating Moral Resilience in Turbulent Times: What CNO’s can do

Cynda Hylton Rushton, PhD, RN, FAAN, Anne and George L. Bunting Professor of Clinical Ethics in the Berman Institute of Bioethics and the School of Nursing at Johns Hopkins University

Dr. Rushton is recognized as an international expert in nursing ethics and palliative and end-of-life care. Dr. Rushton’s current scholarship in clinical ethics focuses on moral suffering of clinicians and methods for supporting integrity—individually and collectively. Dr. Rushton’s intervention program, the Mindful Ethical Practice and Resilience Academy (MEPRA) and forthcoming book, Moral Resilience: An Antidote to Moral Suffering aims to transform current approaches for addressing moral adversity by focusing on innovative methods to cultivate moral resilience and designing a culture in health care that supports ethical practice.

10:30 – 11:20 AM BREAKOUT SESSIONS

ID-803 Ignite Session

Hear several five-minute passionate presentations on a variety of engaging topics. Choose which presentation sparks your interest and join in the ensuing discussion.

1. APEX
   Courtney Sophia Hoffbauer, MSN, RN-BC, clinical nurse manager, Memorial Hospital, University of Colorado Health

2. Millennial Nurse Manager Perspectives on Their Leadership Roles
   Heather P Saifman, MSN, RN, program director / assistant professor entry-level program College of Nursing, Nova Southeastern University

3. Millennial Nurses Lead the Way: Improving Patient Satisfaction
   Angela Bansley, RN-BC, CMSRN, clinical nurse, Yale New Haven Hospital

ID-415 Implementation and Outcomes from a Professional Advancement Model

This presentation offers attendees insight into the design, implementation, and ongoing evaluation of a multi-site nursing advancement model. Examples of actual forms created as guidance documents for advancement will be shared to demonstrate the infrastructure for the advancement process. Outcomes of the model and the rationale behind the inclusion of those metrics will also be discussed.

Becky Pogacar, PhD, RN, NEA-BC, vice president nursing professional practice, Aurora Health Care; Deborah Gentile, PhD, RN-BC, senior research scientist, Aurora Health Care

ID-117 Innovative Model Facilitates Rapid Access and Capacity Management

In this session, the presenters describe a new model for providing moderate-intensity cardiovascular care to patients who require services that cannot be provided in an office setting but do not require hospital-based care. The inter-professional care delivery model shortens the time to diagnosis and treatment for non-emergent cardiac patients, reduces emergency department (ED) visits and hospital admissions, and frees up inpatient capacity. A key component of the model is a nurse-
managed option for heart failure patients who require intravenous diuretic therapy. The model’s impact on patient satisfaction, readmissions, and capacity management will be discussed.

_Cynthia Phelan, MS, RN, executive director of the CardioVascular Institute, Beth Israel Deaconess Medical Center;_ Gail Lopez, MS, RN, nursing director, Beth Israel Deaconess Medical Center; Lynn Mackinson, MS, RN, nurse specialist, Beth Israel Deaconess Medical Center

**ID-643  Leadership Mandate: Empowerment for Nursing Leadership in Ambulatory**

Nurses are intrinsically linked to patient safety, holistic well being and population management. In an ever changing health care system that is focused on care continuity, limiting cost and promoting health, nurses in the outpatient and ambulatory settings must be empowered to practice and evaluate practice at the highest levels of their scope. This presentation will underscore the importance of nursing leadership in this setting and the vast need to develop structures that underscore nursing ownership, accountability and collaboration within the interdisciplinary team so that ultimately the best care can be provided to patients and families across the continuum.

_Rachel E Start, MSN, RN, NE-BC, director, ambulatory nursing and nursing practice, Rush Oak Park Hospital; Nancy May, DNP, RN, NEA-BC, chief nursing officer, University of Michigan Medical Group, University of Michigan Health System_

**ID-167  Modernizing Clinical Communications for the Mobile Workforce**

We will present how we modernized our hospital network’s clinical collaboration and communication strategy with an enterprise wide mobile platform. We moved our clinicians and staff to a smartphone platform, reducing pager and phone use, and streamlining workflows, resulting in better patient care and greater efficiency. In this case study, we will explain the process—from identifying pain points, to purchasing the initial 10,000 iPhones to training staff for a pilot in advance of the full rollout. We now have more than 11,000 active users on the platform -- with continued demand from our network hospitals and departments to be on-boarded.

_Rosemary Ventura, DNP, RN-BC, chief nursing informatics officer, New York-Presbyterian; Leo Bodden, MBA, CCIE, vice president and chief technology officer, New York-Presbyterian_

**ID-805  Nursing Thought Leader: Margaret McClure, EdD, RN, FAAN**

Tap into the experience and knowledge of AONE past president and top thought leader, Maggie McClure, as she discusses their passion as a nurse leader followed by dialogue with audience. Join the conversation and walk away with ideas and perspective from these nurse leaders.

_Margaret L McClure, EdD, RN, FAAN, adjunct professor, New York University College of Nursing_

**ID-324  Positivity: Broaden and Build Your Way to Resilience**

Research has proven that positivity has the power to transform individuals and teams to new levels of satisfaction and performance. With the dynamic nature of health care, staffing challenges and increasing expectations to improve outcomes, nurse leaders are presented with an opportunity to use what has been validated by research to increase positivity, build stronger and more successful teams and enhance the lives of those in our care. Four years of implementing the Broaden and Build Theory in two unique work environments demonstrates the power that positive emotions play in leading others to new ways of thinking and to resilience.

_Paige Roberts, MBA, RN, PCCN, patient services manager III, UNC Hospitals_

**ID-804  Roundtable Discussions**

Join one of the roundtable conversations to share experiences and glean practical advice on current hot topics. Presenters will lead the conversation and attendees are encouraged to share their stories and experiences; to ask plenty of questions of each other and the subject matter experts. This session format is a great way to build relationships with your peers who have similar goals, objectives, and struggles.

1.  A Strategy to Build a Rural APRN Workforce

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2. Because We Asked... Pediatric Emergency Department Suicide Screening  
Amy J Lewis, MS, RN, NEA-BC, director, patient care services, Children's Hospital Colorado; Marcie Ludwig, BSN, RN, CPEN, clinical education specialist, Children's Hospital Colorado

3. Building a Rapid Response for Emotional Crisis  
Sarah Weaver, MSN, holistic nursing coordinator, Parkview Health; Carolyn Meyer, BSN, code lavender coordinator, Parkview Health

4. Leading the Nursing Leadership Team You Inherit  
Emily Lowder, PhD, RN, NE-BC, vice president, Comer Children's Hospital and APN Services, University of Chicago Medicine; Mandy Frank, MA, director of people strategy and human resources, University of Chicago Medicine

5. Unhealthy Work Environment Leadership Experiences and Coping Strategies  
Debra C Hampton, PhD, FACHE, NEA-BC, academic coordinator, DNP ENL & MSN to DNP programs, University of Kentucky College of Nursing; Kim Tharp-Barrie, DNP, RN, SANE, system vice president, Institute for Nursing and Workforce Outreach, Norton Healthcare

**ID-141 Share the Work - Discover the Joy**

Overburdened, stressed out and searching for a way to find more joy in your everyday work—sound familiar? Sharing the workload and responsibility for patient outcomes is possible when collaborating with other disciplines. Come learn about key concepts related to interprofessional collaboration and how to use simple tools that will engage frontline staff to establish shared goals and drive improvement. Discover how embracing a team approach to incremental improvement can ultimately lighten the burden of the nurse leader and allow joy back into the workplace.

*Amanda P Oster, BSN, RN, clinical manager of orthopedics, Indiana University Health Methodist Hospital*

**ID-245 Transforming Care Delivery with a Clinical Nurse Leader**

Learn how a Clinical Nurse Leader (CNL) can affect patient outcomes, quality metrics and have a positive financial impact for your organization. The CNL role was implemented at a 550 bed urban Midwestern hospital for elective cardiac surgery patients. A significant reduction in 30 day readmissions, ICU readmissions and post discharge Emergency Department visits inspired a change in the care delivery model. There are also implications for provider and nurse satisfaction improvements related to this innovative nursing concept.

*Meaghan I Kolmer, MSN, RN, CNL, clinical nurse leader, The Christ Hospital Health Network; Rebecca L Daniels, MSN, NE-BC, clinical manager, The Christ Hospital Health Network*

**11:45 AM – 12:45 PM POSTER SESSIONS WITH PRESENTERS**

**1:30 – 2:20 PM BREAKOUT SESSIONS**

**ID-810 Best Practices in Nursing Leadership: 2018 AONE Award Recipients**

Join us to hear from the AONE award recipients across multiple categories of nursing leadership practice and find out how to apply their best practices to your program. We will recognize your colleagues for their excellence in these categories in these categories: diversity, mentorship, early careerist, and affiliate achievement.

**Affiliate Achievement Award:** Iowa Organization of Nurse Leaders  
**Mentor Award:** Glenn D Pascual, DHSc, MBA, eMHL, director of operations and hospital service  
**Pamela Austin Thompson Early Careerist Award:** Brandon "Kit" Bredimus, MSN, RN, CNML, director of emergency services, Midland Health  
**Prism Award:** Mercy Medical Center, Baltimore
ID-383  Connecting with Millennial to Understand the ‘Why’
This session features an overview of communicating with millennial nurses, a review of an entertaining media approach and discussion on turning informational videos into action. Practical ideas for creating fun and effective media for engaging millennials, regardless of budget constraints or staff capabilities, will be shared, and attendees will leave with a step-by-step guide for creating their own approach.

Joan Shinkus Clark, DNP, RN, FAAN, senior vice president and system chief nurse executive, Texas Health Resources; Barbara Zepeda, senior specialist, clinical engagement, Texas Health Resources; Johnson Laura, contract writer, brand experience, Texas Health Resources

ID-045  Engaging Frontline Leaders to Decrease Preventable Patient Harm
This session is about how to improve department safety culture and decrease preventable patient harm by engaging nurse managers and bedside nurses in the analysis of unit safety incident report trends and the proactive development of risk mitigation plans. A patient safety nurse coached nursing leaders on how to analyze unit safety data, understand hospital safety trends, provide positive feedback to team members, and identify potential safety risk points in their area. Nurse engagement has improved and preventable patient harm has decreased as a result of this work.

Kristin Cummins, DNP, RN, NE-BC, quality and safety director, Riley Hospital for Children at IU Health; Elizabeth Burnett, BSN, RN, safety improvement consultant, Riley Hospital for Children at IU Health

ID-417  Establishing Fully Oriented Staff Pipeline for Vacated Positions
Hospitals incur staff nurse vacancies and leaves of absences, and often replace vacated positions with premium spend dollars during the time to recruit and orient a replacement. This presentation introduces the logistics of establishing a program to hire and orient staff in advance of a vacancy, providing a pipeline of nurses available when needed, at no additional cost. We will provide data elements needed to quantify a justifiable number of "Get Ahead Of the Curve" over-hires, underlying "math", how to incorporate various service line demands, lessons learned from the 2008 inception of the program, and logistics to establishing the program.

Elizabeth Ann White-McCullum, MPH, BS, CPA, manager, Yale New Haven Health System; Ena Williams, MBA, RN, CENP, interim chief nursing officer, Yale New Haven Hospital

ID-806  Ignite Session
Hear several five-minute passionate presentations on a variety of engaging topics. Choose which presentation sparks your interest and join in the ensuing discussion.

1.  Next-Generation Hourly Rounding to Elevate Nursing Practice
   Lyn Ketelsen, MBA, RN, vice president and chief patient experience officer, HCA; Susan Griffin, MSN, RN, chief nursing executive, Methodist Healthcare System

2.  Now Taking Reservations: A Hospital-Hotel Partnership
   Emily Sego, DNP, RN, NEA-BC, statewide director of clinical managment, Cardiovascular Service Line, St. Vincent Heart Center

3.  Nonventilator Hospital-Acquired Pneumonia: Not on Your Dashboard?
   Karen K Giuliano, PhD, RN, FAAN, nurse scientist and associate professor of nursing, Hallmark Healthcare

ID-527  Results-Oriented Education: Innovation in Assessment and Delivery Methods
We spend a significant amount of resources training nurses. Based on national estimates over $19M is spent annually by organizations with 1,500 nurses. As nurse leaders, we have a responsibility to ensure that this resource is used effectively and efficiently. This session will describe our progression to create a culture that provides meaningful nursing education that improves patient outcomes. We will outline our stakeholder engagement strategies, process to match teaching methods to learning styles, identification of education gaps, and push to demonstrate improved patient outcomes. Our education is now a catalyst for sustained practice changes aimed at improving patient outcomes.
ID-807 Roundtable Discussions

Join one of the roundtable conversations to share experiences and glean practical advice on current hot topics. Presenters will lead the conversation and attendees are encouraged to share their stories and experiences; to ask plenty of questions of each other and the subject matter experts. This session format is a great way to build relationships with your peers who have similar goals, objectives, and struggles.

1. Bridging the Workforce Gap: An Empowering Community Partnership
   Linda R Rynearson, DNP, RN, CMSRN, nursing professional development specialist, Baylor Scott & White Medical Center-Hillcrest; Dana Dinsmore, MSN, RN, CCRN, manager of the continuing education department, Baylor Scott & White Medical Center-Hillcrest

2. Efficient Care for Psychiatric Patients Through Crisis Triage
   Marlo Conroy, BSN, RN, manager of behavioral health services, Carson Tahoe Health; Anna Anders, MSN, RN, CENP, vice president and chief nursing officer, Carson Tahoe Health; Dustin Bass, MHA, BSN, RN, director of emergency services, Carson Tahoe Health

3. Philanthropy as Alternative Funding to Support Nursing Initiatives
   Rhonda M Anderson, RN, FAAN, FACHE, principle, consultant, RMA Consulting AZ; Roy L Simpson, DNP, RN, FAAN, professor and assistant dean, Emory University

4. Should I Stay or Should I Go?
   Marianne Araujo, PhD, MSN, BSN, chief nurse executive, Advocate Good Shepherd Hospital; Mary Beth Brend, BSN, RN, NE-BC, manager of clinical nursing operations, Advocate Good Shepherd Hospital; Chelsea Haworth, BSN, RN, nursing supervisor, Advocate Good Shepherd Hospital

ID-355 Should I Dial 911? Call Our Nurses Instead!

Determining the right level of care can be challenging when there is a change in one’s health status. 911? Urgent care? Wait it out? Because there are few options to help guide these decisions, patients with symptoms are often forced to seek care in the ER. Our nurses are using protocol-driven assessments to guide patients to the right level of care when symptoms arise, and are often able to help patients stay safely at home, avoiding unnecessary ER visits. Come learn how this 24/7 nursing system supports population health management and helps patients navigate health care in their time of need.

Debra Tomassetti, BSN, RN, program director, clinical call center, Northwell Health; Karen Abrashkin, MD, medical director, clinical call center, Northwell Health; Jonathan Washko, MBA, NREMT-P, AEMD, associate vice president, operations, center for emergency medical services, Northwell Health

2:40 – 3:30 PM BREAKOUT SESSIONS

ID-536 8-Year Trends New Nurse Employment RN Workforce Issues

The NSNA annual survey supplies a rich source of data to describe nursing workforce trends as they apply to new graduates seeking jobs. The data from these trends provide insight for nurse executives and planners for supplying the hospitals and health care services of the future. The economic landscape can be mapped over the NSNA new graduate responses about their job-seeking and employment outcomes in their post-graduation experiences in the job market. New graduates self-report their first employment experiences and future plans for continuing their education that are associated with their educational preparation, loan debt, and perceptions of a nursing shortage.

Diane J Mancino, EdD, RN, FAAN, executive director, NSNA, National Student Nurses Association; Veronica D Feeg, PhD, RN, FAAN, associate dean, director of the PhD Program, Molloy College - Barbara H. Hagan School of Nursing

ID-809 AONE Advocacy

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This session provides an in-depth review of AONE Advocacy. Explore the world of Washington and nursing’s efforts to influence policy and legislation. Learn about AONE’s advocacy efforts, the coalition world and how you can become an effective advocate for the nursing profession.

Jo Ann K Webb, RN, MHA, FAAN, vice president, federal relations and policy, American Organization of Nurse Executives/American Hospital Association

ID-653 Beyond Silos: Leveraging Systemness to Improve Quality

Health care organizations are facing increasing pressure to improve outcomes across increasingly large and complex health systems. As these organizations reshape their quality agenda and build an infrastructure to support alignment around clinical care standards, most organizations find this journey is as much about culture transformation as it is about infrastructure. This session details the journey that a system Chief Nurse Executive and Chief Medical Officer co-led within a large academic health system to design and implement core set of organizational capabilities – leadership commitment, infrastructure and environment of learning and transparency - to reduce preventable harm events by 22%.

Michelle A Janney, PhD, RN, FAAN, executive vice president and chief nurse executive, Indiana University Health; Jonathan Gottlieb, MD, executive vice president and chief medical officer, Indiana University Health

ID-350 Embedding Nursing Informatics in Shared Governance

This presentation describes how one large academic medical center created a dedicated clinical nurse informatics lead to support nursing shared governance at the unit and organizational level. Learn how collaborating with informatics and analytics fosters a relationship that will fortify shared governance decision making that is rooted in evidence and data, which will enhance nursing credibility. Attendees will learn that the EHR value paradigm has shifted from one that emphasizes technical issues to one that focuses on clinical excellence.

Andrea Coyle, MSN, MHA, NE-BC, professional excellence and magnet program director, MUSC Health

ID-673 Funding Onboarding of New Nurses Through Workforce Apprenticeships

Attendees can expect to hear a case study of how an academic medical center aligned its nurse residency program with criteria for funding from a government apprenticeship program. They will also learn how to access resources in their home state and collaborate on a national level to advocate for support for our nursing workforce of the future.

Judith Hahn, PhD, RN, NEA-BC, director of professional practice, nursing research and magnet, Yale New Haven Hospital; Mary Cleary, MSN, RN, manager, core nursing education, Yale New Haven Hospital; Elaine Chapman, grant development coordinator, Yale New Haven Health System

ID-197 Huddled-Up and Wired to a Real-Time Electronic Dashboard

Implementation of a new electronic health record (EHR) presented an opportunity to design a real-time electronic dashboard that leverages the system to automatically populate desired metrics. The dashboard collates easily digested tables and graphs of key throughput indicators and is used during the daily leadership huddle to drive the daily workflow. This EHR-supported huddle recently received the “Most Wired-Innovator Award” from Hospitals and Health Networks magazine. Key takeaways from this presentation are knowledge of the huddle infrastructure and processes, with emphasis on the development and utilization of embedded EHR analytics and the subsequent electronic real-time dashboard reports.

Marie Kim Jordan, DNP, MHA, RN, senior vice president, patient care services and chief nursing officer, Lehigh Valley Health Network; David Burmeister, MD, chair, emergency medicine, Lehigh Valley Health Network; Lori Yackanich, MS, RN-BC, administrator, clinical business intel, enterprise analytics, Lehigh Valley Health Network

ID-808 Roundtable Discussions

Join one of the roundtable conversations to share experiences and glean practical advice on current hot topics. Presenters will lead the conversation and attendees are encouraged to share their stories and experiences; to ask plenty of questions of each

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other and the subject matter experts. This session format is a great way to build relationships with your peers who have similar goals, objectives, and struggles.

1. Bridging the Gaps in Transitions of Care Communication
   Gregory Scott Kopp, MSN, RN, CENP, nurse manager, Golden VA Clinic, VA Eastern Colorado Healthcare System; Leslie Gervase, MSN, BA, RN-BC, CMSRN, advanced patient care leader, Morton Plant North Bay Hospital

2. Clinical Advancement: Collaboration Between Organizational and RN Union Leaders
   Lauren M Tronsgard-Scott, BSN, MSOL, RN, director, women’s care and pediatrics, University of Vermont Medical Center; Laurie Aunchman, RN, staff nurse III SICU, president VNFHP, University of Vermont Medical Center; Kate FitzPatrick, DNP, NEA-BC, FAAN, chief nursing officer, University of Vermont Medical Center

3. Ethical Recruitment: Staying on the Right Side
   Mukul Bakshi, JD, director, CGFNS Alliance for Ethical International Recruitment Practices, CGFNS International, Inc.; Kathy Harris, MSN, CCRN, FACHE, consultant

4. Leveraging Culture: Inspiring Workforce Empowerment and Collaboration
   MaryPatricia Sullivan, MSN, BSN, CNS, chief nursing officer and chief experience officer, Atlantic Health Overlook Medical Center

ID-737 Transforming Interprofessional Care Delivery Through Innovative Model Redesign

Participants at this session will gain insight from the experience of nursing leadership’s interprofessional collaboration to design and implement an innovative model of care to transform care delivery. This collaborative team approach standardizes processes, expedites care, capitalizes on provider resources, and engages the patient and family in the plan of care. The impact of the newly designed care model resulted in improved patient experience and staff engagement, enhanced quality of care, and improvements in clinical efficiency as demonstrated by a reduction in length of stay and excess days.

Kerri Anne Scanlon, MS, RN, chief nursing officer and deputy nurse executive, North Shore University Hospital; Margaret M Duffy, PhD, RN, NEA-BC, senior administrative director/nursing education, professional development and research, North Shore University Hospital

ID-496 Using Emotional Intelligence to Build a Leadership Pipeline

Building emotional intelligence elevates a nurse leader’s ability to have influence in their organization and within the profession of nursing. It is also an integral part of how leaders present themselves in the face of adversity. This session offers key strategies to understand and build EI skills to support the development of nurse leaders.

Julie K Firman, DNP, RN, FACHE, vice president and system chief nursing officer, Southern Illinois Healthcare; Pat Samples, MS, RN, CENP, vice president clinical strategy and operations, Innovative Connections, Inc; Laurie Cure, PhD, MBA, chief executive officer, Innovative Connections Inc.

ID-510 Using Situational Leadership to Manage Multi-Generational Employee Groups

After a review of Situational Leadership principles, Strengths Based Leadership principles, and generational attributes, a new model, Employee Management Needs will be presented. The new model will be used to discuss strategies for managing employees who are part of the multi-generational health care workforce. Case examples will be used to demonstrate the application of the new model.

Jane Hokanson Hawks, PhD, RN-BC, FAAN, professor, Nebraska Methodist College; Kathryn Spiegel, PhD, RN, adjunct professor, Kaplan University School of Nursing

3:50 – 5:00 PM  Plenary Session: What the Trump Presidency Means for the US & Global Economy
Rana Foroohar, Global Business Columnist and Associate Editor at The Financial Times; Global Economic Analyst at CNN

Rana Foroohar covers the intersection of business, economics, politics, and foreign affairs. In her weekly column, she provides insight on the shifts occurring in globalization and the political economy. Foroohar will sort action from rhetoric, and walk through President Trump’s proposed policies, and what they might mean for companies, countries, and consumers.
Are we asking the right questions – a conversation about the care continuum
This panel will identify key questions and practical steps for nurse leaders to be a partner in the redesign and implementing of value-based care across the continuum. Panelists will represent care settings across the continuum. Upon completion of the session, attendees will have actionable takeaways such as questions to ask in their organization, top things to know, and how to communicate the “in it together” approach to the redesign of patient care delivery.
Panelists: Rose Madden-Baer, DNP, RN, MHSA, FAAN, BC-PHCNS, CHCE, CPHQ, senior vice president, population health management Visiting Nurse Service of New York; JoAnne Reifsnnyder, PhD, MBA, MSN, FAAN, executive vice president, clinical operations and chief nursing officer, Genesis HealthCare; Lamont M Yoder, RN, MSN, MBA, chief executive officer, Banner Gateway Medical Center & Banner MDs; Facilitator: Geralyn M Randazzo, MSN, RN, NEA-BC, vice president, care coordination, Northwell Health Solutions

Hospitals on Alert: Disaster planning in unstable environments
Preparing for disasters has become essential in health care organizations. Even with the best preparations, it is not possible to know how a disaster might impact well-conceived plans. This session looks at two major events of 2017, the Las Vegas shooting and Hurricane Harvey, and how hospitals responded. Nurse executives from two hospitals will discuss their experience of these very different types of disasters and applications for other health care organizations.
Panelists: Kimberly Hatchel, DNP, RN MHA, HCA/Sunrise Hospital and Medical Center, chief nursing officer; Jim Allard, DNP, RN, NEA-BC, assistant chief nursing officer, The Woman’s Hospital of Texas; Facilitator: Cole Edmonson, DNP, NEA-BC, FAAN, chief nursing officer, Texas Health Presbyterian Hospital Dallas

Nurses’ Health and Medical Errors: Worksite Wellness Implications
This presentation will describe findings of a recent national study conducted to describe: (1) nurses’ physical and mental health; (2) the relationship between health and medical errors; and (3) the association between nurses’ perceptions of wellness support and their health. Compared to nurses with better health, those with worse health were associated with 26% to 71% higher likelihood of having medical errors. There was also a significant relationship between greater perceived worksite wellness and better health. In addition to reporting the findings from this national survey, implications for chief nurse executives and other nursing leaders will be discussed.
Panelists: Bernadette Mazurek Melnyk, PhD, RN, CPNP/PMHNP, vice president for health promotion, chief wellness officer, dean, The Ohio State University; Liana Orsolini, PhD, RN, nurse executive, Bon Secours Health System

Powerful Partnerships between Informatics and the Nurse Leader
The relationship between nurse and informatics leaders is critical to improving patient outcomes. In this session, two CNOs and their CNIO partners will discuss their experience in developing successful partnerships and reporting structures that contribute to that success, and the impact on clinical outcomes and caregiver satisfaction when priorities are aligned.
Panelists: Cheri Hunt, MHA, BSN, RN, NEA-BC, senior vice president for patient care services & chief nursing officer, Children’s Mercy Hospital; Janis Smith, DNP, RN-BC, senior director, clinical informatics & professional practice, Children’s Mercy Kansas City; Maureen Swick, RN, MSN, PhD, NEA-BC, senior vice president, system chief nurse, Atrium Health; Becky G Fox, MSN, RN-BC, assistant vice president, chief nursing informatics officer, Atrium Health; Facilitator: Patricia Mook, MSN, RN, NEA-BC, associate vice president, chief nursing information officer, Inova Health System

10:00 – 11:00 AM ENDNOTE WITH CHEF JEFF HENDERSON
Inspiring Celebrity Chef, Star of “Flip My Food with Chef Jeff” and Best-Selling Author
Award-winning celebrity chef and best-selling author, Jeff Henderson is a role model for anyone who needs the encouragement to reinvent their life. Since he discovered his passion and gift for cooking in the unlikeliest of places — prison — Jeff has completely turned his life around, and today serves as a popular and powerful voice for self-transformation. Jeff is the creator of Food Network’s reality series, “The Chef Project”, the host of “Family Style with Chef Jeff,” and author of the book, If You Can See It, You Can Be It.