



## **2018-2020 Strategic Plan**

### **Our Mission**

To shape health care through innovative and expert nursing leadership

### **Our Vision**

Global nursing leadership—one voice, advancing health

### **Our Values**

Creativity  
Diversity and Inclusivity  
Excellence  
Integrity  
Leadership  
Stewardship

### **Our Behaviors**

Broker  
Convener  
Designer  
Futurist  
Innovator  
Maximizer  
Partner  
Provocateur  
Synthesizer

### **Our Core Business**

Education  
Engaged membership  
Leadership and governance  
development  
Public policy and advocacy  
Thought leadership

### **Our Key Relationships**

American Hospital Association (AHA), affiliates, associations, consumers, industry partners, international collaborators, Tri-Council for Nursing, Nursing Community

### **Our Priorities: 2018-2020**

- Priority 1:** Develop core competencies of nurse leaders across the care continuum to support current and emerging roles.
- Priority 2:** Support the design and implementation of care delivery and population health management models across the care continuum.
- Priority 3:** Support the provision of safe, quality care in delivery systems grounded in healthful practice environments.
- Priority 4:** Communicate the value of nursing in health care across the continuum to all stakeholders.
- Priority 5:** Optimize the operational effectiveness of AONE.

**Priority 1: Develop core competencies of nurse leaders across the care continuum to support current and emerging roles.**

**Strategies**

- 1A: Utilize the AONE competencies to develop resources that ensure nurse leaders, across the care continuum, have the core competencies needed to lead in the changing health care environment.
- 1B: Create innovative leadership and governance development programs that provide nurse leaders with the skills and knowledge needed to effectively serve, across the care continuum, and throughout the global community (local, state, regional, national and international).
- 1C: Accelerate the adoption of innovative best practices through educational resources, tools and leadership development for nurse leaders at all stages of their careers, across the care continuum.

**Priority 2: Support the design and implementation of care delivery and population health management models across the care continuum.**

**Strategies:**

- 2A: Serve as a resource and driver for new community-based interprofessional delivery models and a convener for collaborative partnerships, which support the full continuum of care and aim to improve the health of local communities.
- 2B: Position nurse leaders to play an active role in emerging population health delivery and payment models.
- 2C: Support an interprofessional approach to team-based care through collaborative learning opportunities and shared best practices.
- 2D: Support the removal of scope-of practice barriers to allow all nurses to practice to the full extent of their education and training, across the continuum of care.

**Priority 3: Support the provision of safe, quality care in delivery systems grounded in healthful practice environments.**

**Strategies:**

- 3A: Support collaboration between nursing and other health professionals to create and promote positive, safe and healthful practice work environments.
- 3B: Advocate on behalf of nursing to secure the federal resources needed to ensure a qualified, diverse and inclusive workforce.

- 3C: Provide resources to ensure that nurses have the tools needed to enhance quality, patient experience and safety within their organizations.
- 3D: Support models of transition-to-practice programs and increase the proportion of nurses with a baccalaureate degree to 80 percent, to improve nurse retention and patient outcomes.

**Priority 4: Communicate the value of nursing in health care across the care continuum to all stakeholders.**

**Strategies:**

- 4A: Support and disseminate best practices and research that demonstrate the link between nursing leadership, nursing sensitive indicators, quality and value to validate the contributions of nursing to patient outcomes and financial impact across all care settings.
- 4B: Provide tools and resources that position nurse leaders to take active leadership roles in health care and payment reform, public policy, quality and safety, professional practice activities and governance.
- 4C: Partner with other key organizations to create improved synergies between members of the C-suite and to increase awareness of the critical role of nursing.
- 4D: Collaborate internationally to promote mutual learning and strengthen the worldwide voice of nursing leadership.

**Priority 5: Optimize the operational effectiveness of AONE.**

**Strategies:**

- 5A: Build organizational strength through a growing and engaged membership representing nurse leaders across the continuum and span of careers, a diverse and inclusive board of directors, and a tenured and developed staff. Promote inclusivity in governance, programs and membership.
- 5B: Collaborate with state and local affiliates to maintain a regional and local presence.
- 5C: Partner with other national organizations to leverage respective expertise and develop resources to broaden the knowledge of nurse leaders.