

## ONL Learning Subscription Agreement Form

The Organization of Nurse Leaders – MA, RI, NH, CT, VT (ONL) is pleased to offer our ONL Learning Subscription to **[ORGANIZATION NAME]** \_\_\_\_\_.

### ONL Background

ONL is a not-for-profit professional membership organization for current and aspiring nurse leaders. Our 1,100 members across five New England states lead more than 275,000 licensed nurses who care for 1.3 million patients per year in hospitals alone, plus tens of thousands of patients in other care settings. ONL's mission is to advance a culture of health through excellence in nursing and the organization works in collaboration with local and national professional healthcare organizations to promote excellence in nursing leadership, and, by extension, high-quality and high-value patient care.

### ONL Learning Subscription

#### Overview

Now, in the face of tightening budgets and a competitive hiring market, healthcare organizations need to think even more strategically about retaining staff, building an engaged and resilient nursing workforce, and preventing burnout. Providing nurse leaders training and support that helps them succeed in their roles can help your organization achieve its goals.

**ONL's Learning Subscription supports organizations in making a strategic investment in their team, their goals, and their success through exceptional professional learning along with cross-organization collaboration and community.**

ONL Learning Subscription participating organizations commit in advance to an annual spending amount for ONL's educational programs and membership to benefit from cost savings, time savings, and unparalleled professional development programming. Participating organizations can then be intentional and strategic about immersing their nurse leaders in rich leadership content throughout the year that strengthens their leadership practice and helps them build and maintain strong teams.

Our subscription augments and complements your internal professional development opportunities while seamlessly integrating and easing the administrative burden of coordinating professional learning for your team.

With a proven track record in developing nurse leaders for more than 40 years, ONL is uniquely positioned to serve as a partner to your organization in delivering exceptional professional learning for your team.

## Objectives

ONL's Learning Subscription is designed to help your organization achieve the following objectives:

- **Develop Your Leaders:** Complement your internal professional development and enable your nurse leaders meet their professional goals and succeed in their roles through timely, targeted professional learning with our distinguished faculty.
- **Deliver Contact Hours:** Through the ONL Learning subscription, your team members will receive a significant number of contact hours throughout the year at an extremely economical cost-per-contact-hour for your organization.
- **Save Time:** Save administrative hassle and time throughout the year planning and enrolling your team in quality professional development programming, freeing up time for other key priorities.
- **Benefit from Cost-Savings:** Receive a 10% discount on ONL program registration fees, and a group discount on membership dues for your team (Buy 5, Get 1 Free – a 17% savings), thus accessing quality professional learning cost-effectively.
- **Improve Your Organizational Health:** Strengthen your teams and organizational culture by demonstrating your commitment to your organizational values and showing your team they are valued through prioritizing development and growth for your nurse leaders.
- **Broaden Your Team's Exposure and Connections:** Help your team members grow beyond the walls of your organization by connecting with fellow leaders from organizations across the region to share ideas, collaboratively problem-solve, and gain lessons learned for the challenges facing your organization today.
- **Build Engagement with ONL:** Participation in the ONL Learning Subscription will facilitate connections between your nurse leaders and ONL. Belonging to and participating actively in a professional organization has many benefits; your nurse leaders will increase their skills, knowledge, professional network, and exposure to healthcare policy.

## How It Works

- When your organization signs up for ONL's Learning Subscription, you commit in advance to spending a certain dollar amount per year on ONL memberships and programming for your team members.
- Once subscribed, your team members can be signed up for ONL memberships and programs as your organization chooses through the designated contact at your organization.
- All ONL program fees are discounted by 10% for your team, and a discount on memberships is available with our Buy 5, Get 1 Free option – a 17% discount. All memberships and program fees are applied against your annual organizational commitment.
- You will receive quarterly updates on our upcoming programs along with an update on the remaining balance your organization has available.

## Subscription Investment

- The minimum organizational commitment is \$10,000 per year, and the level at which you subscribe is at your discretion.
- You may adjust the level at which your organization subscribes each year.

## ONL Sample Programs by Target Audience

Offering	Type	Emerging Leaders & Charge Nurses	Nurse Managers & Directors	Executives & Senior Nurse Leaders
ONL Membership	Membership	✓	✓	✓
ONL Annual Meetings	2-day in-person convening	✓	✓	✓
ONL Quarterly Meetings	Winter: 1-day in-person convening Spring/Fall: virtual ½-day convening	✓	✓	✓
Best Practice Solutions to Disruptive Behaviors in Healthcare	Virtual ½-day workshop	✓	✓	✓
Be the Boss No One Wants to Leave: Nurse Retention in Turbulent Times	Virtual ½-day workshop	✓	✓	✓
Effective Communication Skills for a Healthier Work Culture	Virtual ½-day workshop	✓	✓	✓
Essential Leadership Skills for Charge Nurses	Virtual 1-day workshop	✓		
Financial Management and Business Essentials for Nurse Managers and Directors	Virtual 2 ½-day workshop series		✓	
From Traditional Leader to Nurse Leader Coach: Meeting the Needs of the Contemporary Nursing Workforce	Virtual ½-day workshop	✓	✓	✓
Leadership Lunch Series	Virtual lunch series	✓	✓	✓
Leading Evidence-Based Practice	Virtual 3-day workshop series	✓	✓	✓
Nurse Leader Master Class	Virtual 3-day workshop series		✓	
Preparing New Preceptors for Success	Virtual 1-day workshop	✓		
Rebuilding Your Nursing Team: Coming Together After Falling Apart	Virtual ½-day workshop	✓	✓	✓
Redesigning Nursing Care Delivery: Strategies for Leadership Teams to Jump Start the Process	Virtual lunch session			✓
The Nuts and Bolts of Nursing Leadership	Virtual full-day workshop	✓	✓	

## Sample Eligible Programs

Your ONL Learning Subscription funds can be used to provide ONL Membership and access to ONL Professional Learning programs for your team members. ONL will help you create a plan for your team's professional development that supports your organizational goals.

*The following list is representative of the programs offered, but not exhaustive. As ONL strives to provide timely programming on key issues facing nurse leaders, new offerings may be added throughout the year.*

For a look at our currently planned calendar, please visit [www.onl.org/upcoming-programs](http://www.onl.org/upcoming-programs)

### **ONL Membership**

Current and aspiring nurse leaders join ONL to develop their leadership skills, become part of an engaged and supportive network, and influence healthcare policy, so they may individually and collectively transform practice. ONL helps nurse leaders unlock their leadership potential, advance their career, and shape nursing practice. *Nurse leaders join ONL to learn, lead, and make a difference.*

### **ONL Annual and Quarterly Meetings**

Join us for informative, inspirational, and interactive programs you and your team will not want to miss! You'll gain expert perspectives, actionable strategies, and valuable resources from our keynote speakers while connecting and collaborating with fellow nurse leaders.

### **Best Practice Solutions to Disruptive Behaviors in Healthcare**

Are you facing tension, infighting, rudeness, hostility, or dismissiveness in the workplace? How about eye-rolling, chronic interruption, or other disrespectful behaviors? Healthy workforce expert Dr. Renee Thompson shares the practical, actionable strategies nurse leaders need to successfully address disruptive behaviors and build a culture of caring on their teams.

### **Be the Boss No One Wants to Leave: Nurse Retention in Turbulent Times**

Become the leader no one wants to leave and strengthen your retention strategy with this highly interactive, virtual workshop. You'll discover evidence-backed, actionable strategies that can help retain staff despite turbulent times.

### **Effective Communication Skills for a Healthier Work Culture: What Nurse Leaders Need to Know**

It is critical for nurse leaders to hone their communication skills and learn how to develop and foster good communication skills among members of their teams. This interactive workshop, led by Dr. Renee Thompson, is designed to equip and empower nurse leaders with the essential strategies and techniques needed to foster effective communication, which supports a safe and healthy workforce and helps them lead successful teams.

### **Essential Leadership Skills for Charge Nurses**

The charge nurse sets the tone for the shift for each unit. This role is often a nurse's first experience leading others and managing more than their own patient assignment. It is critical for new charge nurses to learn key skills for leading their team, including managing conflict, allocating resources, and working within the hospital system. Led by Dr. Crystal Lawson, this interactive virtual workshop is designed to equip and empower new and aspiring charge nurses with the essential leadership skills needed to be effective and successful across key

aspects of the charge nurse role, including promoting quality outcomes, cultivating a healthy work environment, and fostering teamwork.

### **Financial Management and Business Essentials for Nurse Managers and Directors**

Financial management skills and business acumen help nurse managers and directors excel in their roles, maximize their impact, and continue to grow in their careers in the modern, ever-evolving healthcare environment. This interactive, two-part program is designed to prepare and empower nurse managers and directors who want to hone the essential financial management skills they need to be successful and enhance their business acumen.

### **From Traditional Leader to Nurse Leader Coach: Meeting the Needs of the Contemporary Nursing Workforce**

What nurses expect from their leaders is changing, and so, too, are the skills needed to be successful as a nurse leader of today's nursing workforce. In this workshop led by Dr. Rose Sherman, you will expand your leadership skillset to become a Nurse Leader Coach equipped to meet the needs of today's nursing workforce and strengthen retention. Participants will learn how to adopt a coaching mindset, develop basic coaching skills, and coach their team to a higher level of performance and well-being.

### **Leadership Lunch Series**

Learn over lunch as distinguished national thought leaders share insights on a range of hot topics in nursing practice and tools to help nurse leaders stay informed and inspired in these live, interactive, 90-minute virtual sessions. A four-part virtual series offered over the course of four months.

### **Leading Evidence-Based Practice**

Gain a deep and operational knowledge of Evidence-Based Practice and the strategies for implementation needed to move your organization forward while improving quality and engagement. A virtual, three-day in-depth training program.

### **Nurse Leader Master Class**

Reenergize and refocus while advancing your professional leadership practice with this three-day, cohort-based leadership development program. Participants benefit from both facilitated content and group discussion and sharing of ideas and lessons learned in practice. A virtual, three-day deep-dive cohort-based program.

### **Preparing New Preceptors for Success**

Good nurse preceptors are valuable assets for units and organizations. When preceptors successfully deliver a good onboarding experience for new hires, they can directly impact retention, build trust within the nursing team, and elevate nursing practice. Led by Dr. Crystal Lawson, this interactive virtual workshop is designed to expose new preceptors to the principles of adult learning theory and prepare them with tools to help newly hired nurses practice safely and feel welcomed.

### **Rebuilding Your Nursing Team: Coming Together After Falling Apart**

In the wake of massive disruptive to nursing teams during the pandemic, leaders are struggling with picking up the pieces and rebuilding teams in an environment of shorter nurse work tenures. While especially challenging in this environment, building and sustaining high-

performance teams is necessary for the future of high-quality, safe nursing care delivery. This program, led by Dr. Rose Sherman, provides nurse leaders at all stages of their leadership journey with actionable strategies, best practices, and tools for rebuilding effective teams.

### **Redesigning Nursing Care Delivery: Strategies for Leadership Teams to Jump Start the Process**

Current nursing care delivery models rely on the availability of many nurses and are unsustainable given the reality of current workforce shortages. The transition to a team-based or collaborative care model is challenging despite the need. Nursing leaders know they will need to do this but are not sure where to start. In this 90-minute session for senior nursing leaders and executives, Dr. Rose Sherman shares guidance and strategies to help to jump-start your leadership team's care redesign efforts and the infrastructure needed for success.

### **The Nuts and Bolts of Nursing Leadership - Charge Nurses and Emerging Leaders**

Build the essential skills and gain the strategies needed to be successful as a new nurse leader. This one-day, interactive workshop is offered specifically for charge nurses and emerging leaders on certain dates with examples and focus targeted for this audience.

### **The Nuts and Bolts of Nursing Leadership - Nurse Managers and Directors**

Build the essential skills and gain the strategies needed to be successful as a new nurse leader. This one-day, interactive workshop is offered specifically for nurse managers and directors on certain dates with examples and focus targeted for this audience.

## **Not sure where to start? Suggested Program Selections**

We've observed that nurse leaders who make use of an ONL membership and participate in 3-4 programs throughout the year develop an exceptional leadership skills foundation and create a strong network of peers across organizational boundaries to whom they can turn for ideas and support. The following are suggested program selections that strike a balance between rich content, skills development, and professional networking:

#### **For Emerging Leaders and Charge Nurses:**

ONL Membership, ONL Quarterly and Annual Meetings, Essential Leadership Skills for Charge Nurses, The Nuts & Bolts of Nursing Leadership, Best Practice Solutions to Disruptive Behaviors in Healthcare, Be the Boss No One Wants to Leave: Nurse Retention in Turbulent Times

#### **For Nurse Managers and Directors:**

ONL Membership, ONL Quarterly and Annual Meetings, Nurse Leader Master Class, Leading Evidence-Based Practice, Rebuilding Your Nursing Team, Financial Management and Business Essentials for Nurse Managers and Directors

#### **For Nursing Executives and Senior Nurse Leaders:**

ONL Membership, ONL Quarterly and Annual Meetings, Rebuilding Your Nursing Team, Redesigning Nursing Care Delivery

#### **For Participation as a Team:**

Leadership Lunch Series, Leading Evidence-Based Practice

## Terms & Organizational Commitment

ONL is pleased to partner with you to provide your organization's team members with exceptional professional learning through an ONL Learning Subscription.

### Commitment Level

**[ORGANIZATION NAME]** \_\_\_\_\_ hereby enrolls for an ONL Learning Subscription at the following commitment level (\$10,000 minimum per year):

\$ \_\_\_\_\_.

### Terms

- Payment of the full subscription commitment is due within 30 days of signing this agreement. An invoice will be provided upon receipt of this completed form.
- Your organization's ONL Learning Subscription term will begin on the first of the month following the date of acceptance below and will extend for a one-year period.
- Your organization is under no obligation to re-enroll in the Learning Subscription for a second year upon the expiration of the initial term.
- Unused Learning Subscription funds may be used after the initial 12-month timeframe, with no expiration date of funds.
- ONL will provide quarterly updates via email to your designated contact person about the organization's remaining ONL Learning Subscription balance, participants and programs to date, and available upcoming programs.

### Acceptance

The parties hereby agree to the terms set forth in this Agreement. This agreement is demonstrated by their signatures below.

#### Accepted by:

Organization: \_\_\_\_\_

Organization of Nurse Leaders

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_