



ONL Learning Subscription Agreement Form

The Organization of Nurse Leaders – New England (ONL) is pleased to offer our ONL Learning Subscription to **[ORGANIZATIONNAME]** _____.

About ONL

Organization of Nurse Leaders - New England (ONL) is a not-for-profit membership organization with a mission to empower nurse leaders to solve the challenges of today and seize the opportunities of tomorrow. For nearly 50 years, ONL has cultivated a vibrant community of nurse leaders, inspired and developed nurse leaders with exceptional leadership development programming, and equipped and engaged nurse leaders to influence public policy.

ONL's membership includes more than 1,100 nurses from New England and beyond who lead more than 300,000 licensed nurses who care for millions of people in hospitals and in other care settings. Current and aspiring nurse leaders become ONL Members to connect with a supportive community of peers, unlock their leadership potential, advance their career, and expand their influence.

About the ONL Learning Subscription

Overview

Faced with tightening budgets and a competitive hiring market, health care 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.

The ONL Learning Subscription is the solution for organizations seeking to be strategic and intentional about leadership development for nurse leaders while saving time, money, and administrative hassle.

An ONL 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.

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 Learning Subscription augments and complements internal professional development opportunities while seamlessly integrating and easing the administrative burden of coordinating professional learning for nursing teams.

With a proven track record in developing nurse leaders for nearly 50 years, ONL is uniquely positioned to serve as a partner to your organization in delivering exceptional professional learning for your team.

ONL Learning Subscription 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 and Administrative Hassle:** 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.
- **Gain Visibility With Comprehensive Reporting:** The comprehensive reporting provided to ONL Learning Subscription organizations provides at-your-fingertips insights into how your valuable professional learning dollars are being allocated for your nursing team, including team- and individual-level data—*great for Magnet evidence!*
- **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.
- You will receive comprehensive annual reporting that includes a record investments and contact hours earned by individual and by program, as well as organization-wide totals. *Great for Magnet!*

ONL Learning Subscription Investment

- The initial minimum organizational commitment is \$10,000, with additional contributions accepted in increments of \$5,000 or more at any time.
- You may adjust the level at which your organization subscribes each year.
- There is no obligation to renew your subscription.
- Unspent funds do not expire and will roll over if a balance remains beyond the initial 12-month term.

ONL Learning Subscription - 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 initial investment):

\$ _____.

Terms

- The initial minimum organizational commitment is \$10,000, with additional contributions accepted in increments of \$5,000 or more at any time.
- Payment of the full initial 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: _____

Appendix I: 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	✓	✓	✓
Building Bridges, Not Walls: Leading a Multi-Generational Nursing Workforce	Virtual ½-day workshop	✓	✓	✓
Creating Healthy Teams: How Nurse Leaders Can Develop High-Performing Teams	Virtual ½-day workshop	✓	✓	✓
Effective Communication Skills for a Healthier Work Culture	Virtual ½-day workshop	✓	✓	✓
Elevating Your Executive Presence and Influence	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	✓	✓	✓
Nursing Leadership in the New World of Work: Strategies and Tools for Success at Every Level of Leadership	Virtual ½-day workshop	✓	✓	✓
ONL Leadership Catalyst	In-person 2-day program		✓	
Preparing New Preceptors for Success	Virtual 1-day workshop	✓		
Succeeding in Difficult Conversations: Strategies for Nurse Leaders	Virtual ½-day workshop	✓	✓	✓
The Nuts and Bolts of Nursing Leadership	Virtual full-day workshop	✓	✓	

Appendix II: 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

ONL Membership

Current and aspiring nurse leaders at all levels 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.

Building Bridges, Not Walls: Leading Multigenerational Nursing Teams

Nursing teams today span multiple generations, each with distinct attitudes, communication styles, and workplace expectations. For nurse leaders, this presents both a challenge and an opportunity: to bridge generational divides, foster collaboration, and lead teams that thrive. Led by Dr. Rose Sherman, this highly interactive workshop provides actionable tools and strategies for leaders at all levels to help their multigenerational nursing teams build bridges— not walls—as they work together to provide care.

Creating Healthy Teams: How Nurse Leaders Can Develop High-Performing Teams

Collaborative teams and healthy work environments are the foundation for quality patient care and positive employee morale, both of which have significant financial implications for organizations. Nurse leaders looking to develop and lead high-performing teams need to be intentional and hone specific leadership and communication skills to succeed. Led by healthy workforce expert Dr. Renee Thompson, this interactive program equips and empowers nurse leaders with the essential strategies and techniques needed to develop and lead healthy, high-performing teams. Whether you are looking to nurture an already high-performing team or to reestablish team dynamics for working together to enable greater performance, this session offers essential skills and strategies for nurse leaders at all levels.

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.

Elevating Your Executive Presence and Influence

Experienced leaders will tell you that getting results is not just about what you do, but how you go about doing it. Led by Dr. Dan Weberg, this interactive workshop will help nurse leaders enhance their executive presence and professional influence. Whether taking on a new role, working across departments, leading change, or building engagement, this session will prepare nurse leaders for higher-level leadership success in an increasingly complex, networked environment.

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.

Nursing Leadership in the New World of Work: Strategies and Tools for Success at Every Level of Leadership

The turbulence of the last five years has impacted healthcare delivery systems and the nursing workforce. Nursing leaders are working tirelessly to pick up the pieces and navigate the new world of work. In this workshop, Dr. Rose Sherman will share what nurse leaders need to do differently to effectively lead in this new world of work with actionable strategies and tools that can be put into practice immediately. Participants will learn how to become a more effective communicator, restore trust, promote professional accountability, encourage engagement, and build a culture of well-being on their nursing teams.

ONL Leadership Catalyst

Designed for leaders with two or more years of formal leadership experience, the ONL Leadership Catalyst offers two-days of engaging in-person content, insightful discussions, and collaborative activities focused on helping participants advance their strategic leadership capacity, gain insights about their leadership practice, and refine their leadership purpose to reflect their values.

Preparing 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 preceptors to the principles of adult learning theory and prepare them with tools to help newly hired nurses practice safely and feel welcomed.

Quality and Patient Safety Foundations

This interactive, full-day virtual workshop prepares new nurse managers and directors to understand and act on their unit's quality and patient safety data. Participants leave feeling empowered with new knowledge and skills to actively engage in quality initiatives that lead to more effective and sustained improvements.

Succeeding in Difficult Conversations: Strategies for Nurse Leaders

Difficult conversations are part of every leadership role, and feeling confident in challenging conversations takes practice. In this interactive workshop, Dr. Crystal Lawson will offer practical tools to empower nurse leaders to succeed in executing difficult conversations, reduce anxiety about giving feedback, and gain confidence in managing performance while also demonstrating respect.

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.

Appendix III: 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, Succeeding in Difficult Conversations, Nursing Leadership in the New World of Work, Preparing Preceptors for Success

For Nurse Managers and Directors:

ONL Membership, ONL Quarterly and Annual Meetings, ONL Leadership Catalyst, Financial Management and Business Essentials for Nurse Managers and Directors, Quality and Patient Safety Foundations, Elevating Your Executive Presence and Influence, Creating Healthy Teams

For Nursing Executives and Senior Nurse Leaders:

ONL Membership, ONL Quarterly and Annual Meetings, Building Bridges Not Walls: Leading Multi-Generational Nursing Teams

For Participation as a Team:

ONL Annual Meeting, ONL Quarterly Meetings, Leadership Lunch Series