

Organization of Nurse Leaders | New England

Leadership Catalyst

An immersive leadership experience for established nurse leaders

April 29th and 30th, 2026 | The Conference Center at Waltham Woods, Waltham, MA

- ✓ Deepen your strategic leadership capacity
- ✓ Gain insights about your leadership practice
- ✓ Refine your leadership purpose to reflect your values
- ✓ Connect face-to-face with a cohort of fellow established nurse leaders
- ✓ Learn from renowned faculty with deep experience in healthcare leadership

Enroll today!

[oonl.org/
leadership-catalyst-
2026](https://oonl.org/leadership-catalyst-2026)

Take your leadership to the next level with a transformative experience that will empower you to lead with confidence and vision!

About the Leadership Catalyst

An immersive leadership experience for established nurse leaders



This two-day, in-person program offers immersive leadership development for nurse leaders with two or more years of formal leadership experience. Participants will deepen their strategic leadership capacity, gain insights about their leadership practice, and refine their leadership purpose to reflect their values. Upon completing the program, nurse leaders will be equipped with strategies for leading diverse and multi-generational teams, strategically navigating complex relationships, and strengthening teams by enhancing resilience, purpose, and replenishment.

Participants can expect two full days of engaging content, insightful discussions, and collaborative activities led by renowned faculty with extensive experience in healthcare leadership. Nurse leaders will also benefit from building meaningful connections face-to-face with their cohort of fellow nurse leaders from New England; program faculty; and ONL leaders during the workshops and networking sessions. These valuable relationships will provide a supportive professional network to whom participants can turn as fellow leaders.

Program Logistics

- Target Audience:** Nurse leaders with 2+ years of formal leadership experience. *Returning participants welcome!*
- Contact Hours:** 11.5 contact hours will be awarded for participation
ONL - New England is approved as a provider of nursing continuing professional development by The American Nurses Association Massachusetts, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.
- Registration Fee:** \$999 per person (*includes program materials and meals*)
- Location:** Program sessions will be held at the Conference Center at Waltham Woods in Waltham, Massachusetts
- Hotel reservations:** Discounted group rate available at the Westin Waltham
- To register a group:** Download our [sign-up form](#)

2026 Program Faculty



Barbara Mackoff, EdD

Consulting psychologist, leadership educator, and author of *Nursing Leadership: Nurse Manger Engagement* and *Leadership Laboratory for Nurse Leaders*



Jermaine Moore

Leadership; team development; and diversity, equity, and inclusion expert, TedX speaker, Diversity Director for the Human Resources State Council of NH, and Diversity Workforce Coalition Board Member



Stacy Hutton Johnson, PhD, MS/MBA, RN, NEA-BC

Co-founder and principal of Canopy Consultants, a healthcare leadership development consultancy, and former Associate Chief Nurse of Professional Practice at Atrius Health



Sara Macchiano, MS, MBA, RN, NEA-BC

Co-founder and principal of Canopy Consultants, a healthcare leadership development consultancy, and former Senior Administrative Director for Clinical Operations, Department of Psychiatry at Massachusetts General Hospital

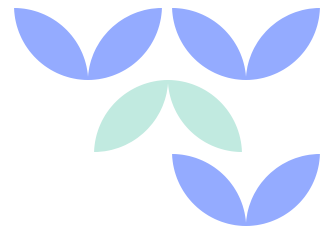
Program Agenda

Wednesday, April 29th

- 8:30 Breakfast and Welcome
- 9:00 **Leading at the Next Level: Refreshing, Enriching, and Elevating Your Leadership Practice**
- 12:00 Lunch and Networking
- 1:00 **Leading at the Next Level (continued)**
- 4:00 Break
- 5:30 Reception and Networking
- 6:30 Dinner and **Imagining Your Career Possibilities**

Thursday, April 30th

- 8:00 Breakfast and **Leveling Up Your Leadership with ONL**
- 8:45 Break
- 9:00 **Inclusive Leadership: Building Trust and Belonging on Your Team**
- 12:00 Lunch and Networking
- 12:30 **Leading Multi-Generational Teams: Coaching to Strengthen Resilience Through Meaningful Recognition**
- 3:30 **Leadership Catalyst Closing Session**
- 4:00 Adjournment



2026 Session Details

Leading at the Next Level: Refreshing, Enriching, and Elevating Your Leadership Practice

Leadership is not static — it evolves as you do. Day 1 of the ONL Leadership Catalyst offers an opportunity to step back, reflect, and intentionally strengthen your leadership practices. Regardless of where you are in your journey, this session will help you refresh your perspective, enrich your approach, and elevate your impact. Key areas of focus include:

- Cultivating leadership mindsets that strengthen critical thinking and problem solving
- Applying appreciative inquiry to inspire and motivate teams
- Leveraging the wisdom of experience to lead with clarity and confidence
- Navigating change with courage and agility
- Embracing generativity to nurture leadership in others
- Seeking intentional replenishment to recharge and renew perspective

Led by Dr. Barbara Mackoff, this session blends evidence-informed insight with practical tools to help nurse leaders lead with greater purpose, presence, and impact.

Inclusive Leadership: Building Trust and Belonging on Your Team

Effective leadership requires more than vision and strategy — it requires trust. To open Day 2, nurse leaders will focus on cultivating inclusive leadership practices that foster psychological safety, strengthen collaboration, and create a genuine sense of belonging across care teams. In today's complex, high-pressure health care environment, leaders must intentionally shape cultures where every team member feels respected, heard, and empowered to contribute fully. Led by Jermaine Moore, this interactive session equips participants with practical tools to:

- Demonstrate behaviors that foster psychological safety and trust, particularly in high-stress clinical settings
- Recognize how unconscious bias influences decision-making and implement strategies to reduce inequities in staffing, communication, and patient interactions
- Practice inclusive leadership approaches — including authentic communication, empathic listening, and shared decision making — to strengthen team performance
- Translate personal values into visible leadership behaviors that enhance engagement, retention, and outcomes

Participants will leave with concrete strategies to elevate all voices, strengthen cohesion, and build environments where belonging drives both workforce stability and patient care excellence.

Leading Multi-Generational Teams: Coaching to Strengthen Resilience Through Meaningful Recognition

Recognition is not about a token gesture — it is about building connection, resilience, and performance across generations. Closing the ONL Leadership Catalyst, this session led by experts from Canopy Consultants integrates the reflective leadership work of Day 1 with the inclusive practices explored earlier on Day 2. Nurse leaders will examine how to navigate the complexities of today's multigenerational workforce and sustain strong, adaptable teams.

Participants will explore how thoughtful, authentic recognition strengthens engagement, fosters resilience, and shapes high-performing team cultures. Through facilitated dialogue, practical exercises, and peer learning, leaders will reflect on their own resilience, assess how recognition practices influence team dynamics, and gain actionable strategies to coach across generational differences. Real-world insights from fellow leaders ground the experience in the everyday realities of nursing leadership. Participants will gain:

- A deeper understanding of their own resilience and how to leverage it to support their teams
- Clarity on the connection between resiliency skills, meaningful recognition, and healthy work environments
- Personalized next steps to strengthen communication, cohesion, and engagement across generations

Participants will leave with an individualized action plan and practical resources they can immediately implement — driving healthier, more connected, and more resilient teams.



"Words seem insufficient to convey the profound impact this experience had on me both professionally and personally. The opportunity for genuine introspection and vulnerable connection with my colleagues was truly transformative... This conference was not merely professional development; it was soul nourishing... The insights, renewed purpose, and leadership tools I gained will directly benefit my nursing team, the quality of patient care we provide, and ultimately our entire community."

- 2025 ONL Leadership Catalyst Participant

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