

ONL Joyce Clifford New and Emerging Nurse Leader Seminar, Vermont 2019

Tuesday, September 10, 2019 – Day One

- 8:30 – 8:45am *Welcome and Program Overview*
- 8:45 – 10:00am ***Understanding Diversity and Inclusion as Nurse Leaders***
Today's patient care world is increasingly diverse from all perspectives – patient, family, and providers. Effectively providing care and creating teams in this environment requires that nurse leaders be knowledgeable about diversity as well as inclusion.
Judith Cullinane, PhD, RN, CAGS, CCRN-K
- 10:00 – 10:30am *Networking Break*
- 10:30 – 11:45am ***Managing Change an Ever-Present Event***
Change is always a part of healthcare and leadership. It is also something about which many new and emerging leaders express unease. Knowledge about core elements of change and factors that make it successful can decrease the anxiety change produces.
Mark D. Sugrue, MSN, RN-BC, FHIMSS
- 11:45 – 12:45pm *Lunch*
- 12:45 – 2:00pm ***Staff Engagement and Retention***
Staff engagement is a core of effective patient care and satisfaction as well as longer term retention. Both require strategic knowledge and actions on the part of leaders in all parts of the organization. This session will provide new and emerging leaders with approaches to staff engagement and retention that they can use on returning to work.
Cecelia Lynch, DNP, RN, NEA-BC, FACHE
- 2:00 – 2:15pm *Break*
- 2:15 – 3:30pm ***Lessons Learned; Lessons Remaining***
Moving into a leadership role is simultaneously exciting and perplexing. At times new leaders wonder if others have experienced their challenges, if others have gone through some of the same issues. Two experienced nurse leaders will lead a facilitated discussion about entering a nursing leadership role- including challenges faced, sanity-saving supports and strategies, lessons learned, and aspirations for future growth.
Barbara Weatherford, PhD, RN
Ashley Waddell, PhD, RN

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Wednesday September 11, 2019 – Day Two

- 8:30 – 8:45am *Welcome and Program Overview*
- 8:45 – 10:00am ***Conflict Engagement: Lean in and Have a Crucial Conversation***
Crucial conversations and conflict are frequent occurrences for new leaders and both tend to create anxiety. Fortunately, there are ways to approach each that will minimize discomfort and maximize effectiveness.
Kathy Bower, DNSc, RN, FAAN
- 10:00 – 10:30am *Networking Break*
- 10:30 – 11:45am ***Mindfulness as a Strategy to Reduce Nurse Leader Stress***
Leadership is often stressful and the healthcare environment frequently exacerbates that stress. It is essential for nurse leaders to find various ways to manage the stress and allow them to stay at peak performance for their patients, staff – and themselves. This session will introduce mindfulness as one such strategy.
Christine Buckley, DNP, MBA, RN, CPHQ, NEA-BC, Caritas Coach
- 11:45 – 12:45pm *Lunch*
- 12:45 – 2:00pm ***Strength Based Leadership***
Knowing yourself as well as your team members creates a strong foundation for effective leadership. This active session will highlight the benefits of participants knowing their strengths, and explore the tension between how much energy should be spent on building strengths versus improving weaknesses. Additionally, understanding and differentiating among the strengths of each team member can build individual fulfillment, and overall team effectiveness.
Justin Drew, MSN, RN, NEA-BC
- 2:00 – 2:15pm *Break*
- 2:15 – 3:30pm ***Workplace Violence***
Workplace safety is a fundamental concern for everyone in every healthcare organization. In particular nurse leaders must be knowledgeable about the problem of aggression and/or physical violence in healthcare settings, strategies to keep patients and staff safe, resources available and the importance of supporting staff after such an incident. This session will provide nurse leaders with a deeper understanding of this problem and recommendations for practice.
Susan Holland EdD, MSN, RN