Construction of a Nurse Network

* American Hospital Association * Health Forum *
2013 Rural Health Care Leadership Conference

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Please note that the views expressed by the conference speakers do not necessarily reflect the views of the American Hospital Association and Health Forum
Session Objectives – participants will...

- Create a shared understanding of how system-wide networks can leverage skills for improvement through collaboration and synergy.

- Understand leadership and organizational characteristics of success for a positive rural network experience.

- Prepare participants to construct a Network within their own environment through:
  - Skills development in environmental and needs assessment,
  - Infrastructure planning and development,
  - Implementation, and
  - Outcome measurements.
Session Objectives

Continued...

- Active, hands-on participation in techniques to ‘kick-off’, manage and sustain the Network in:
  - an environment of change
  - the presence of diverse local goals, pressures and expectations
  - the presence of changing team dynamics

- Discuss potential solutions to the challenges rural clinical leaders face in today’s healthcare environment utilizing the Network as a reliable resource.
25 Years of Rural Connection

- 25+ year history founded by RWJ
- Major change in focus ...2005-2006
- Membership Structure and Profile
- Major Successes & Learnings
RCN~Value Proposition

Business case for collaboration & synergy to common goals
Transforming & Leading through Collaboration

Rural Connection

MISSION
We exist to... Provide a collegial environment for creative solutions to patient care for rural, urban, and academic partners.

VALUES
Our decision making guide: Attainable Collaborative Sustainable Value to Membership Respect for Diversity and Uniqueness

VISION
In five years... By 2010, Rural Connection will be nationally recognized nurse leaders who create innovative processes that improve patient care.

Tim Porter-O'Grady
Transforming Management: Leading in a New Age
The SOAR-RN Nurse Residency Program is designed to support onboarding and retention of registered nurses in a dynamic, nurse-residency program. It helps new nurses transition from novice to clinical nurse practice, or assists nurses entering a new role. The SOAR-RN programs are not one-sized-fits-all, but rather individually tailored to the needs of the RNs. It champions developing a culture of learning and promotes the roles of nurse residents, facilitators, site coordinators, and mentors.

Nurses as Teachers

An intensive Preceptor Program that brings theory to practice and includes a tool-kit for teaching orientees with a variety of learning styles.

Developed by Rural Connection, Inc.
Collaboratives, Systems, Networks...

Ohhhhh Myyyy

The Rural Connection

~

The St. Luke’s Story
Collaboratives, Systems, Networks…

- Changing environment
  - Health System De/Re/Evolution
  - Niche within

- What survives? Why (Why not)?
  - Unique work of the GROUP
  - Collective, aligned strategy
Network Development – Essentials

- Shared Purpose
- Framework & Definition
- Core Models
- Leadership
Mission/Vision/Values = projects that fail or projects that thrive

Identification of shared purpose in complex and competitive environments toughest of collaborative tasks!

The dance of collaboration!
Shared Purpose and Vision

VISION: think small, move fast, evaluate, celebrate
100% of failures result from trying to do too much too fast
MANTRA → Work hard, Do good, Have fun!
Framework & Definitions

- Unique to the group
  - Stakeholder consideration
  - Prioritization and Equity
- Accompanies a ‘charter’ as visual
- Explicit roles and relationships defined
Core Models

- Patient Care
- Change Management
- Project Management
- Leadership
Core Models – Patient Care

Relationship-Based Care
Core Models – Change Management

I²E²

Inspiration
Infrastructure
Education
Evaluation
Change

$E_1 = \text{Education}$

$E_2 = \text{Evidence}$

$I_1 = \text{Inspiration}$

$I_2 = \text{Infrastructure}$

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Core Models – Project Management

Professional Development

- Nurse Residency: SOAR
- Nurses as Teachers
- Relationship Based-Care Across the Continuum
- Rural Nursing: a Specialty
Leadership

- Education, Visibility, Understanding
- Resources
- Value and strategy alignment
- Staff support (people & processes)
Tools

- Regular Face to Face meeting times
- Membership Agreements (commitment)
- Annual Meeting including Team Alignment & Strategy Check in
- 3 year Strategic Plan
- Website
- Constant Communication
- Shared Resources
- Onboarding Process for new Team Members
- Joyful, Affirmative Framework
a pontoon boat...
“Feets” of the Rural Connection Strategic Planning Meeting:

“Exactly Three, but really, Seven Strategies”

- Preceptor Program
- Forces of Magnitude, Rural Connection Recognition System for Rural Hospitals
- Marketing Program / Leadership Development Event
- Support for Faculty / Governor’s Task Force
- Strategic Partnership with Office of Rural Health for Low-Frequency Skills Competency
- Technology: Strategies for Higher Education of Clinical Executives, Creating a Model
- Buffie will purge the BOD’s offices
Activity time!
Your Network...
questions?

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