Future of Nursing Summit
November 3rd, 2011

Kay Takes, MA, RN, NEA-BC
Recommendation #3

Nurses should be full partners with physicians and other health professionals in redesigning health care in the United States
“We have to educate ourselves to be leaders and convince others that we indeed have much to contribute,… Nursing leadership is needed at every level.”

Susan Hassmiller, PhD, RN, FAAN

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Results of Gallup Poll:
“Nursing Leadership from Bedside to Boardroom: Opinion Leaders’ Perceptions”

- Opinion leaders perceive nurses and patients as having the least amount of influence on health care reform in the next 5-10 years;
- Reducing medical errors, increasing quality of care, and promoting wellness top the list of areas in which opinion leaders would like nurses to have more influence;
- Opinion leaders suggestions for nurses to take on more of a leadership role were making their voices heard and having higher expectations.

• Our Reality:
  
  – Resources will be scarce.
  
  – Nursing needs to adapt as payment reform continues to evolve.
  
  – We will play a key role (become full partners) in bending the cost curve and creating structure & process which promotes value over volume, improving quality, safety and access to care.

It Is Our Time!
What’s Happening Today in Iowa?

- Shared Leadership/Shared Governance Models are Maturing
- Collaborative Care Delivery Models are Being Developed/Refined
- Nurses are Leading Multidisciplinary Teams in Improving Quality & Service: It is Possible to Achieve Zero Defects
- Nurses are Serving in Lead Roles Related to Transitions in Care Across Settings
What’s Happening Today in Iowa?

- Infrastructure Supporting Evidence-Based Practice and Research is Evolving
- Patient Centered Caring Models & Outcomes Targeting Excellence in the Care Experience are Advancing
- Primary Care Delivery is Being Expanded
- Nurses are Partners in Developing/Implementing Technology/Informatics
- Less Conventional Bridges are Being Formed between Academia and Practice
- Self Care Management is Being Promoted
What’s Happening Today in Iowa?

• Leadership Development is Occurring at all Levels
  – Critical Thinking
  – Residency
  – Simulation
  – Nursing Grand Rounds; Journal Club
  – Peer Review
  – Succession Planning
  – Executive Coaching

• Preferential Hiring; RN to BSN to MSN to DNP

• Culture (The Work of the Decade!): Culture of Safety; Just Culture; Leadership Culture

• Magnet Designation; Pathway to Excellence
Current Barriers

- Inertia to Maintain the Status Quo
- Culture Change Takes Time
- Change Overload: Stress; Burnout
- Resources
- Reputation: Least Influence?
- Misalignment of Goals Across Settings of Care

Despite the barriers, it is an exciting time to be in nursing and in healthcare!