



Montana Center to Advance Health through Nursing

LEAD Council
June 6, 2019

Better Health. Best Practice. Exceptional Leaders.

1

MT CAHN's beginnings: Initiative on the Future of Nursing

In 2010, the Institute of Medicine and Robert Wood Johnson Foundation issued a report:

The Future of Nursing:
*Leading Change,
Advancing Health*

The implementation phase of the report =
Campaign for Action



The report offered 8, **evidence-based** recommendations to transform the practice of nursing

MCAHN was formed in 2011 as the Action Coalition for Montana to carry out the recommendations

2

MTCAHN Mission

Leading nursing education and practice through collaboration to advance the health of Montanans



3

Report Recommendations We Chose to Implement



Implement nurse residency programs



Increase the proportion of nurses with a BSN to 80 percent by 2020



Prepare and enable nurses to lead change to advance health



Build an infrastructure for the collection and analysis of interprofessional healthcare workforce data

4



In a nutshell...

- *Competent leadership, distinct from management, has been shown to be effective and necessary to improve the conditions of workforce and healthcare quality, to decrease errors, and to improve patient safety.*
- *The Future of Nursing report outlines leadership as a cardinal nursing competency that is necessary to increase quality, access, and value in healthcare.*
- *However, nurses in rural healthcare settings often have limited access to resources that promote leadership development.*



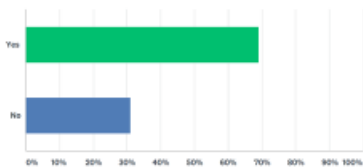
5

December 2017 Leadership Survey → 137 MT Nurse Managers

Nurse Leadership in a Rural Healthcare Setting

Q1 Do you have the leadership skills/knowledge you need for your role?

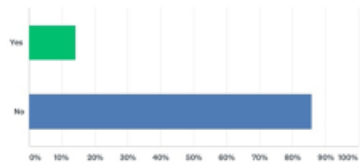
Answered: 42 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	69.05%
No	30.95%
TOTAL	42

Q2 In general, do you believe nurse leaders working in rural and frontier MT have the leadership skills/knowledge they need to address the challenges of rural and frontier healthcare?

Answered: 42 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	14.29%
No	85.71%
TOTAL	42

6

Leadership Council = LEAD

L = Lead

E = Engage

A = Advocate

D = Develop



7

LEAD Core group

- Convened in Spring, 2018
- Group met six times between May and November
- Each meeting was a full-day workshop
- We identified our personal and professional values
- Looked at SWOT analysis
- Defined LEAD's value proposition



8

Our Purpose...

The CAHN Leadership Council builds nurse leaders to care for Montanans



9

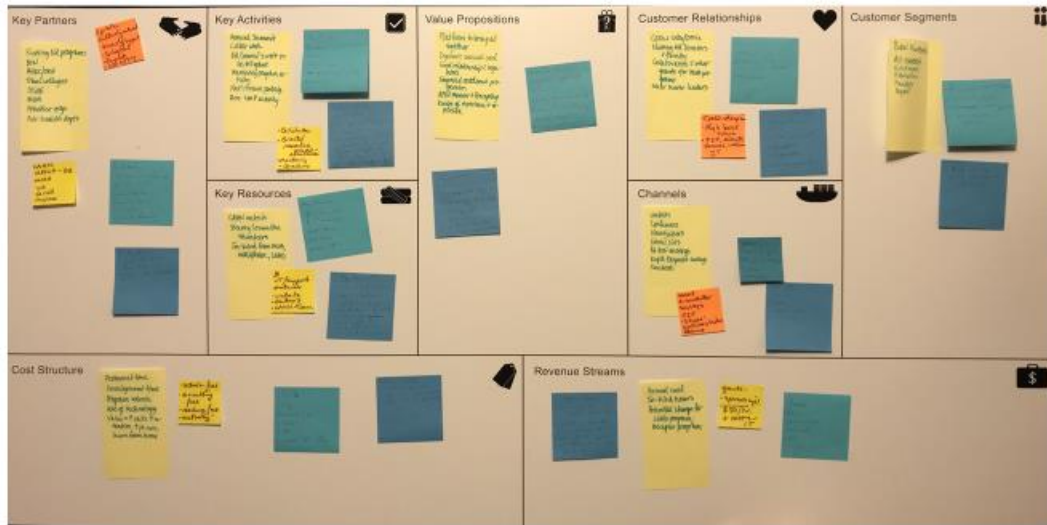
From our workshops – we asked several key questions to discover LEAD's 'value proposition'...

- **What problem will MT CAHN LEAD solve?**
- What gap will be filled?
- **What will/does LEAD do that no one else does?**
- What risk can LEAD assume that others cannot?
- **Which customer needs will LEAD satisfy?**
- What bundle of products does LEAD offer?
- **What support or other benefit does LEAD offer?**
- How does LEAD 'compete'? (price, quality, 24/7, other materials, speed, results, etc.)



10

Business Canvas: A visual business plan...



11

<http://www.youtube.com/watch?v=QoAOzMTLP5s>

12

Leadership Criteria

American Nurses Association Leadership Initiative Competencies (ANA, 2013)

American Nurses Association Leadership Institute Competency Framework		
Leading Self	Leading Others	Leading the Organization
Adaptability: openness to influence, flexibility	Communication: communicates effectively	Business Acumen: seeks broad business knowledge
Image: executive image	Conflict: Confronting problem employees	Change: change management
Initiative: Motivates self	Diversity: leveraging differences	Decision Making: decisiveness
Integrity: builds relationships	Employee development: developing & empowering	Influence: strategic perspective
Learning Capacity: knowledge of job & business	Relationships: building collaborative relationships	Problem-Solving: getting information, making sense of it; problem identification
Self-awareness: self-awareness		Systems Thinking: acts systematically
		Vision and Strategy: strategic planning
		Project Management: organizes

American Nurses Association. (2013). Competency model. *ANA Leadership Institute*. Retrieved

from http://www.dphu.org/uploads/attachments/books/books_5520_0.pdf

13

MTCAHN partnered with DNP student, Michele Sare

Searched high-and-low...

- A nurse leadership education program that aligned with the leadership competencies identified by the American Nurses Association, in its Leadership Initiative (ANALI) (2013).
- **Enduring and asynchronous.**
- Open access – is free with no need to purchase materials.
- **No special fees or memberships required for participation.**
- Fully online.



14

As a joint project in collaboration with the Montana CAHN, the overall intentions were twofold:

1. **Determine if the course is applicable to the needs of nurse managers working in rural Montana CAHs, and**
2. Determine if the PAHO nurse leadership education program should be recommended for further applications through the Montana CAHN.

15

There were four project aims:

1. Measure leadership knowledge in nurse managers in rural MT CAHs.
2. **Assess and explore demographic data of nurse managers working in rural MT CAHs.**
3. Measure perceptions of leadership skills of nurse managers working in rural MT CAHs.
4. **Evaluate participant satisfaction of nurse managers who participated in the online leadership education program (Pan American Health Organization [PAHO] and World Health Organization [WHO]) course) (PAHO, 2017).**

16

What happens next??

- The 2019 MTCAHN Nursing Education & Practice Summit 😊
- Stay tuned for Michele's presentation tomorrow at 9:30 to find out the results of her study!
- Work with us to determine where we go from here...
- **Hoping that you want to advance health for Montanans through nursing leadership with us 😊**



17



Better Health. Best Practice. Exceptional Leaders.

Casey Blumenthal, DNP, MHSA,
RN, CAE

Debera Charlton, MSN, RN

Karmen Williams, MSN, RN

Montana Center to Advance Health through Nursing
<https://mtcahn.org>

18