

CREATING A HEALTHIER NATION THROUGH EFFECTIVE NURSING LEADERSHIP

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OBJECTIVES:

- ✘ Describe the contributions that nursing and nursing leaders make to the creation of a healthier nation
- ✘ List the four key areas identified in the Institute of Medicine's "Future of Nursing" report and how those areas will change and impact health
- ✘ Describe opportunities for nurses to build partnerships with other healthcare professionals in redesigning the healthcare system in the US

FLORENCE NIGHTINGALE

First Public Health Nurse

- + Reduced the death rate by improving hygiene or calling for the Sanitary Commission
- + Assured that necessary supplies and equipment were available
- + Used a “body, mind and spirit” approach to patient care
- + Assured that soldiers were not overworked
- + Observations led to data collection and identification of trends
- + Visually displayed data (Pie Chart)

UNITED STATES PUBLIC HEALTH SERVICE

“The USPHS Nursing Corps fully utilize a prevention focus, evidenced-based, holistic model of care to protect, promote, and advance the health and safety of our Nation, especially for vulnerable and disadvantaged populations”

Rear Admiral Kerry Nessler
Assistant Surgeon General and Chief Nursing Officer,
US Public Health Service Commissioned Corps

CURRENT STATUS OF USPHS

- ✘ Agency for Healthcare Policy and Research
- ✘ Centers for Disease Control
- ✘ Agency for Toxic Substances and Disease Registry
- ✘ Food and Drug Administration
- ✘ Health Resources and Services Administration
- ✘ Indian Health Service
- ✘ National Institutes of Health
- ✘ Administration for Children, Families, Aging
- ✘ Federal Occupational Health
- ✘ Substance Abuse and Mental Health Services Administration

NURSING'S ROLE IN TRANSFORMING HEALTHCARE

- ✘ JAMA, 2002 – Inadequate nurse staffing increases the risk of dying for surgical patients
- ✘ New England Journal of Medicine, 2002 – Raising the number of licensed nursing hours would result in significant reductions in adverse outcomes, deaths and length of stay
- ✘ Institute of Medicine and the Robert Wood Johnson Foundation *Initiative on the Future of Nursing*

INSTITUTE OF MEDICINE REPORT ON THE FUTURE OF NURSING

- ✘ Nurses should practice to full extent of their education and training
- ✘ Nurses should achieve higher levels of education and training through a seamless, improved educational system
- ✘ Nurses should be full partners with MD's and other healthcare professionals in redesigning healthcare in the US
- ✘ Effective workforce planning and policy making require better data collection and information infrastructure

INSTITUTION OF MEDICINE REPORT ON THE FUTURE OF NURSING

× Implications

- + Remove scope of practice barriers in all settings
- + Increase the number of BSN nurses
- + Lifelong learning a must
- + Professional collaboration
- + Prepare and enable nurses to lead change to advance health
- + Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
- + Expansion of nursing science and research

REGIONAL ACTION COALITIONS AT THE STATE LEVEL

- ✘ Purpose - to evaluate current practices, education and information infrastructure
- ✘ Develop a plan to articulate and implement the IOM report recommendations in each state

HEALTHCARE REFORM

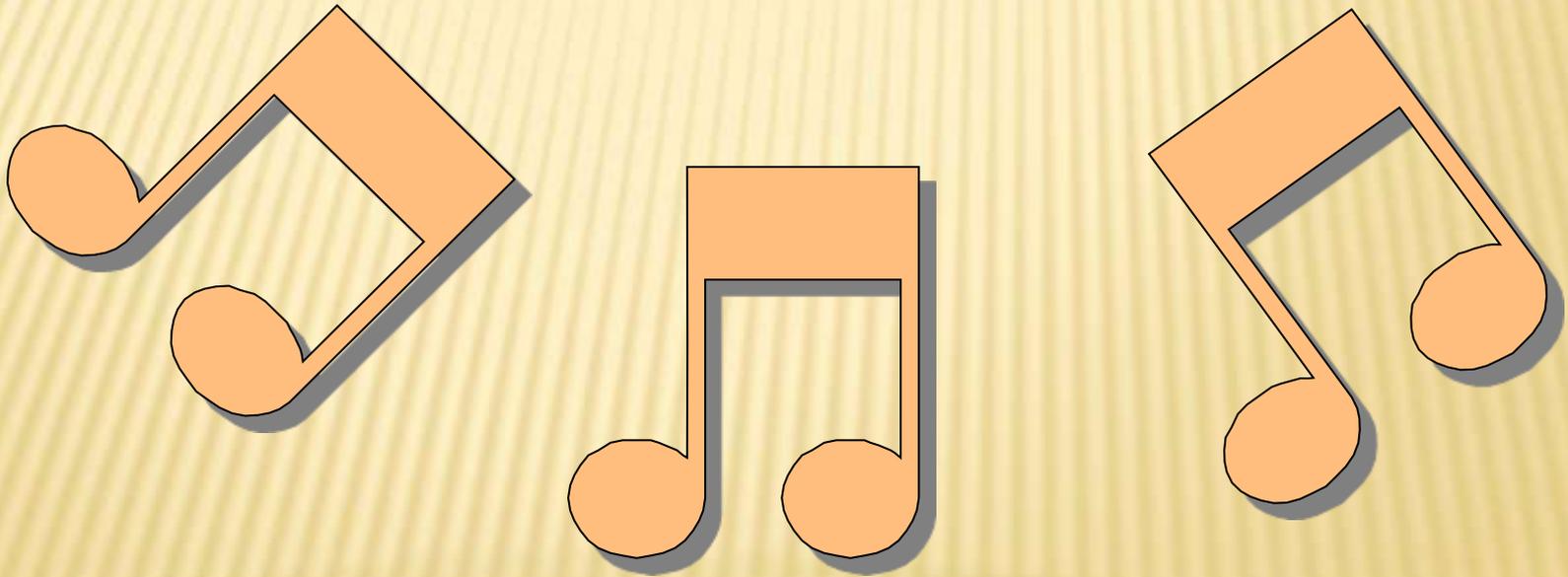
- ✘ Value Based Purchasing
 - + Focus on quality and satisfaction metrics for hospitals
- ✘ Increasing numbers of newly insured patients
 - + Will stress the current medical system structure, especially in the area of Primary Care
- ✘ Increased medical management outside of the hospital setting
- ✘ Electronic Medical Record
- ✘ Focus on Health Promotion and Illness Prevention
- ✘ Increased Use of Technology
 - + Smart pumps, e-ICU, virtual patient visits, RDIF tagging, Stroke Telemedicine,

IMPACT OF IOM REPORT AND HEALTHCARE REFORM ON PUBLIC HEALTH NURSING

- ✘ Expansion of Health Promotion focus a MUST
- ✘ Reform will address Chronic Diseases by emphasizing regular primary care
- ✘ Assists in closing the health disparities that currently exist with low income Americans, racial and ethnic minorities
- ✘ Technology – How can it's reach be maximized?
- ✘ Global Health Initiatives to gain more emphasis
- ✘ Hospice/Palliative Care will be enhanced

NURSES LEADING THE CHARGE

Follow Lisa's Top Ten Ways to Fine Tune
Your Leadership Skills....



10 – “TAKE IT TO THE LIMIT”

GET OUT OF YOUR OWN WAY

- ✘ The entire structure of your brain can be changed just by thinking - “Neuroplasticity”
- ✘ Power of Positive Thinking
- ✘ “If you think you can, then you can” ...
- ✘ Do not stop at Good or Great

9 “OH, SAY CAN YOU SEE?”

VISION

- × Articulate your vision
- × *Refine and gain support for your vision*
- × *Communicate the vision*
- × *Subscribe to and read magazines in your field that address trends and best practices*
- × *Dare to be Different*

8 – “I MAY NEVER PASS THIS WAY AGAIN”

RISK TAKING

Align risks with mission, goals, and values

- + Be realistic, but take calculated risks
- + Build in wiggle room
- + Elicit input and support before taking risk, but don't over-rely on polling and get stuck in analysis paralysis
- + Distinguish between reversible and irreversible risk
- + Plan to fail

7 – “DON’T LET ME BE MISUNDERSTOOD” INFLUENCE & COMMUNICATION

Use communication styles to influence

- + The Reasoner – Facts
- + The People Person – How do others feel
- + The Doer – Bottom line
- + The Innovator – How will this position us for the future

6 – “YOU ARE MY SHINING STAR” COACHING

The only way to know if coaching will work is to coach...

THEN...

“free people up to find new opportunities”

OR

“Stretch your Followers”

5 - “LET’S HANG ON TO WHAT WE GOT”

- ✘ Do not allow those who say it can’t be done to prevent you from doing what you know you can do....
 - + “This is the way we have always done it”
 - + “We tried that before and it did not work”

4 – “JUST A CLOSER WALK WITH THEE” TEAM BUILDING

- + Talk about teamwork-constantly
- + Engage all members of the healthcare team
- + Define measures for team performance
- + Identify incentives and rewards for team success

3 “ACT NATURALLY”

EMOTIONAL INTELLIGENCE

What characteristics of Emotional Intelligence are the most valued?

Desire

Insight

Candor

Openness

Risk Taking

Humility

A “learning attitude”

Emotional Health

2 – “GO TELL IT ON THE MOUNTAIN” RECOGNITION

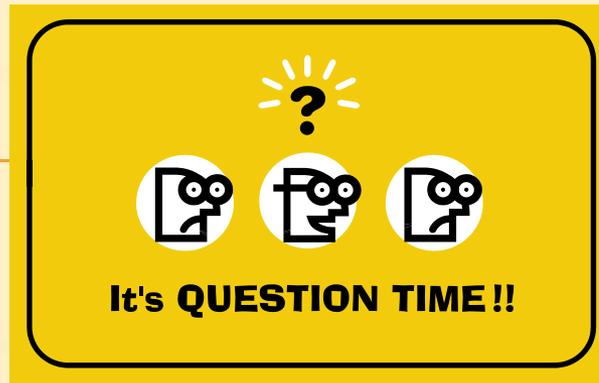
Reward and recognition - it's so simple yet so difficult to accomplish

1 “TAKE A LOOK AT ME NOW” BE TRUE TO YOURSELF



Never promise anything that you cannot do and
do everything that you promise!





CONTACT INFORMATION

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