Title:

PLENARY 4: Leading In Challenging Times

Keywords:

nursing leadership and nursing workforce

Purpose:

The purpose of this presentation is describe the challenges of nurse leaders in this era of health reform and provide leadership strategies to educate and support staff through this time of change.

Summary:

The healthcare system is undergoing massive change with the implementation of the Affordable Care Act. The changes have significant implications for nursing and the nursing workforce. In this session, we discuss the changes occurring with health reform, assess how they are impacting the nursing workforce and identify strategies that nurse leaders can use to support staff in this time of change. Topics to be covered include: 1. A move from volume-based to value-based care 2. Implementation of Accountable Care Organizations 3. The shifting landscape of healthcare priorities 4. The demographics of the current workforce 5. How work patterns and places may change in the future 6. New skills and competencies needed by nurses 7. The role of the leader as the "framer" of the changes 8. Leadership strategies to support staff

Slot:

PLEN 4: Friday, September 26, 2014: 1:00 PM-2:00 PM

References:

American Association of Colleges of Nursing. (April 14th, 2014). Nursing Shortage Factsheet. Available at http://www.aacn.nche.edu/media-relations/fact-sheets/nursing-shortage, Auerbach, D.I, Buerhaus, P.I. & Staiger, D.O. Registered Nurses are delaying retirement, A shift that has contributed to the recent growth in the nurse workforce. Health Affairs. (8). 1474-1480. (August 2014) American Association of Colleges of Nursing, (January 1st, 2014). Impact of Education on Practice. Available at http://www.aacn.nche.edu/media-relations/fact-sheets/impact-of-education Berg, J. G. & Dickow, M. (September 25th, 2013). New Nursing Roles Whitepaper. California Institute for Nursing and Healthcare. Available at http://www.emergingrnleader.com/wp-content/uploads/2014/03/New-Nursing-Roles-Whitepaper.pdf Budden, J.S., Zhong, E.H., Moulton, P. & Cimotti, J.P. (2013). Supplement: The National Council of State Boards of Nursing and the Forum of State Nursing Workforce Centers 2013 National Workforce Survey of Registered Nurses. Journal of Nursing Regulation, 4(2), S1-72. Bureau of Health Professions National Center for Workforce Analysis. (2014). Supply and Demand Data Chartbooks. Available at http://bhpr.hrsa.gov/healthworkforce/supplydemand/index.html Deloitte Consulting Group. (2011) Deloitte Value Based Purchasing - See more at: http://www.emergingrnleader.com/emergingnurse-leader-4/#sthash.K5C1p91y.dpuf Fairhurst, G.T. (2010). The Power of Framing: Creating the lanuage of leadership. San Francisco: Jossey-Bass, Institute of Medicine (2010), Future of Nursing: Leading change advancing health. Washington DC: Institute of Medicine. Ulrich, B., Lavandero, R. & Early, S. (2014). Leadership competence: Perceptions of direction care nurses. Nurse Leader. 12(3), 47-

Learning Activity:

LEARNI NG OBJECTI VES	EXPAN DED CONTE NT OUTLIN E	TIME ALLOT TED	FACULTY/SPE AKER	TEACHING/LEA RNING METHOD	EVALUATION/FE EDBACK
Example	Example	Example	Example	Example	Example

Critique selected definition of the term, "curriculu m"	Definitio ns of "curricul um" Course of study Arrange ments of instructio nal materials The subject matter that is taught Cultural "training" Planned engagem ent of learners	20 minutes	Name, Credentials	Lecture PowerPoint presentation Participant feedback	Group discussion: What does cultural training mean to you?
Discuss the changing environme nt of health care.	Discuss the changing environm ent of health care.	20 minutes	Rose O. Sherman, EdD, RN, NEA-BC, FAAN	Lecture, PowerPoint Presentation and Participant Feedback	Group discussion
Examine the varying roles of health care leaders.	Examine the varying roles of health care leaders.	20 minutes	Rose O. Sherman, EdD, RN, NEA-BC, FAAN	Lecture, PowerPoint Presentation and Participant Feedback	Group discussion
Identify various options for preparing staff for change.	Identify various options for preparing	20 minutes	Rose O. Sherman, EdD, RN, NEA-BC, FAAN	Lecture, PowerPoint Presentation and Participant Feedback	Group discussion

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