Nurses are Super Heroes

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Objectives

At the completion of the program, participants will be able to:

• Describe how medical surgical nurses can influence health policy at the local and national levels.

• Articulate the importance of leadership development at all levels of nursing practice.
Super Powers

• The ability to split our self in two
• The ability to grow extra pairs of hands
• The ability to teleport
• A Teflon coating
• ESP
• Extra large bladders
Super Heroes
Your Super Heroes

- Professors
- Mentors
- National Figures
- Colleagues
Health Care System Challenges

- An Aging and Sicker Population
- Lack of Preventive Care
- Millions More Insured
- Primary Care Shortage
- High Costs
A New Era in Health & Health Care

Patient-Centered

- Improved quality
- Better health outcomes
- Lower costs
- Coordinated care at home & in community
- Integrated health & health care services
Goal

All Americans have access to high-quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success.
Areas of Focus

Leadership

Practice & Care

Education

Interprofessional Collaboration

Diversity
Promote Nurse Leadership

Nurses bring a unique perspective to management and policy discussions.

• Nurses spend the most time with people receiving health services.
• Nurses are the largest segment of the health care work force.
• Nurses are vital to improving quality.
• Yet nurses account for only 6 percent of hospital board positions.
Leadership Evidence

When nurses are positioned to influence system practice and policies, it leads to improvements in quality of care, wellness, and reduced medical errors.

Nurse-led initiatives have:

- Reduced falls with harm
- Reduced “code blue” calls
- Reduced 30-day re-admissions
- Improved care transitions
Leadership

- Leadership is about people
- Leadership is about doing the right thing
- Leadership is about passion
- Leadership is results oriented
- Leaders pass it on
- Leaders inspire and motivate
Leadership

- Leaders communicate
- Leaders are risk takers
- Leaders are creative and think out of the box
- Leaders are slow to react and they remain calm and rational
- Leaders think and act strategically
What You Can Do

• Encourage leadership qualities at all levels
• Grow your own nursing leaders
• Promote nurses for positions on boards
• Promote your specialty (and all specialties)
• Promote certification
• Remove barriers to RN and APRN care in medical surgical health settings
• Develop and share outcome data
Increase Education Level of Nurses

Prepare nurses to meet new challenges in health & health care.

• Increase the proportion of nurses with BSN and higher degrees.

• Increase the number of nurses with doctorates.

• Implement nurse residency programs
Education Evidence

Studies show association between higher nurse education level and improved health care outcomes.

• Some studies show that higher proportions of BSN-prepared nurses are associated with lower rates of medication errors, mortality, and failure to rescue.

• Research also shows that BSN-prepared nurses have stronger diagnostic skills and are better at evaluating interventions.

• A growing body of research shows a connection between baccalaureate education and lower mortality rates.
What You Can Do

- Require baccalaureate degree for certification
- Develop medical surgical residencies
- Promote life long learning
Torch Bearer
Improve Workforce Diversity

Nurses should reflect the population in terms of gender, race and ethnicity.

• Recruit the nursing workforce of the future.
• All nurses should provide culturally competent services and care.

• Greater workforce diversity may help to reduce health disparities.
Interprofessional Collaboration

- Patient-Centered Care
- Improved Quality Outcomes
- Interprofessional Education and Practice
- Wellness & Prevention
- Integrated Services & Coordinated Care
What You Can Do

• Promote interprofessional education and training

• Require a designated percentage of interprofessional continuing education for re-certification
Advocacy

Every day, political decisions are made in hospitals, schools, legislatures, corporations, insurance companies and professional associations.
Nurses Influencing Health Policy And Politics

- Build support among Members of Congress
- Educate the policy makers regarding what is happening in our communities, the real stories
- How has the Affordable Care Act law invested in nurses?
- Build credibility and relationships
Health Care Reform

• Title VIII Funding (Nurse Education & Training Funding)
• Expand federal appropriations that will support mental health and substance abuse programs and services.

• Health Disparities
• Nursing Workforce Development
• Loan repayments for student and faculty
Senate Majority Leader Reid
The Presidential Inaugural Committee requests the honor of your presence to participate in the inauguration of Barack H. Obama as President of the United States of America and Joseph R. Biden, Jr. as Vice President of the United States of America on Monday, the twenty-first of January two thousand and thirteen in the city of Washington.
What You Can Do

- Organize town hall meetings in your community
- Get on the mailing list of Congress Members
- Publish in their newsletters
- Provide oral and written testimony
- Write a letter to the editor, op-ed
We wanted to bring to your attention a petition on the White House website asking the Obama administration to remove barriers that prevent APRNs from practicing to their full scope. One hundred thousand signatures are needed by April 22, 2013 to ensure a response from the White House. So far, there are less than 700 signatories.

Please take a moment out of your busy schedule to consider adding your signature to the petition. Just click here to go directly to the petition on the White House website. It only takes a minute!

• Please circulate this email widely to your colleagues, students, and friends. We need their support.

THANK YOU!
“How To Be A Player”

• Stay on message, include personal experiences and stories
• Ask others to join your efforts
• Prepare supporting documents and materials
• Keep it short and clear
• Let them know who you are and who you represent
• Always be polite, professional and persistent
Unleash the superhero in you.... let it come out, you will feel better!!
References

• Blanchard, Ken, Leading at a Higher Level


• Mary Holt Ashley, Leaders Get Up Off The Canvas

• www.thefutureofnursing.org