



# Nebraska Action Coalition

## Shine Your Light Through Nursing Leadership and Board Service

by

Linda Lazure PhD, RN, FAAN

Victoria Vinton MSN, RN

# Primary Objective

---

**Explore the value of nursing leadership in contributing effectively to governance and board service.**

# Specific Objectives

---

- **Assess passion for leadership and board service.**
- **Determine attributes for leadership and board service.**
- **Generate a plan to navigate ways you can bring Nursing's perspective to a board.**
- **Discuss Nebraska's role in the success of the 10,000 Nurses on Boards Coalition (NOBC)**

# Which leaders do you admire?

---

- Colleagues
- Parents
- Teachers
- Local/state/national leaders

Where did you learn to lead?

# Leah Curtin: Living Legend

---



Embracing Servant Leadership

# Leadership

---

- **How do you become a leader?**
- **How do you become a better leader?**

# Personal Strengths

---

- **Preparation and leadership experience**
- **Emotional intelligence**
- **Ability to listen and learn – and speak up**
- **Ability to activate and engage others**
- **Ability to accomplish goals**
- **Confidence (in self, decision-making, prep)**
- **Authenticity, Truthfulness, Transparency**
- **Servant Leader – sense of stewardship**

# Emotional Intelligence

---

- **Emotional Intelligence (EI) is a set of emotional/ social skills that collectively establish how well we:**
  - **Perceive and express ourselves**
  - **Develop and maintain social relationships**
  - **Cope with challenges (“read the room”)**
  - **Use emotional information effectively**
- **A core competency for team-based collaborative relationships**
- **Good news – it can be learned!**



# Talents You Can Bring:

---

- **Reputation as a leader and reasonable person**
  - **Organizational experience**
  - ***Finish what you start and do it well!!!!!!!!!!***
  - **Outcomes and recognitions**
- **Abilities to:**
  - **Network and bring people together**
  - **Earn others' trust**
  - **Collaborate – be a team player**
  - **Concisely communicate verbally/in writing**
  - **Craft policy from evidence and experience**
  - **Influence others to achieve goals**

# Where Do I Fit In?

## Assess yourself:

---

- **Personal strengths**
  - **Sense of stewardship – not a personal agenda**
  - **Accountability – to law and ethical standards**
  - **Responsibility – for decision-making**
- **Talents**
  - **Listening and thinking critically**
  - **Building connections**
- **Passion for a particular board**
  - **Mission is compatible with your values**
  - **Commitment despite demands on time**

# How Do I Prepare Myself?

---

- Target strengths, talents, passions to board of interest
- Increase levels of responsibility – work/volunteer roles
- Seek broader organizational knowledge & experience
- Learn more about the board logistics
  - Attend meetings; study websites; READ
  - Interview current or past members
  - Seek a mentor who is or has been a board member
  - Mentor/mentee toolkit
- Create your personal strategic plan
- NETWORK- who do you know??????

# Personal Plan Template

---

<b>Strengths</b>	<b>Talents</b>	<b>Passions</b>	<b>Possible boards of interest</b>	<b>What's my contribution?</b>	<b>Learning/ Experience/ Relationships/ Actions needed</b>	<b>Timeframe</b>

# Discussion

Show of hands involvement on:

---

- **Unit committees**
- **Governance committees**
- **Professional organization /office**
- **Elected to a committee/office**
- **Participated in decision-making body**
  - **Local**
  - **Statewide**
  - **Regional**
  - **National**

# Introduction to Nurses on Boards Coalition

---

- **Ensure 10K nurses on boards by 2020**
- **Raise awareness that boards benefit from nurses' unique perspective**
- **Important to health, efficient and effective health care systems at local, state & national levels.**

**[www.nursesonboardscoalition.org/](http://www.nursesonboardscoalition.org/)**

# Tracking Board Service

---

NAC began tracking in 2013 with ***Nursing Leadership Survey*** of 1140 nurses to assess service on boards/decision-making bodies N= 551

10% increase every 2 years was goal of grants through RWJF

- 14% ↑ in January 2015
- 13% ↑ in January 2017

Every state has a state contact to meet individual state goals since early 2017 . Goal is to collaborate with NONL

# Boards for Service

---

- State of Nebraska Governor appointed boards  
<https://governor.nebraska.gov/board-comm-req> or  
Kathleen Dolezal [kathleen.dolezal@nebraska.gov](mailto:kathleen.dolezal@nebraska.gov)
- Goodwill Industries
- Salvation Army – Council Bluffs (see me if interested)



# Questions?

---

Plan to attend Nebraska Med's ***BOARD BOOTCAMP*** hosted by the

**Nonprofit Association of the Midlands**

Friday, April 6 from 12 -1pm (bring your lunch)

Buffet Cancer Center Room 0.12.103

# References

---

Berry, Colin. (2017). *How to choose a board. Nonprofit board service in Oregon: Opportunities abound.* Oregon Nurses on Boards/ Oregon Center for Nursing. Retrieved from <http://oregonnursesonboards.org/service/how-to-choose-a-board/>

<http://campaignforaction.org/webinar/nurse-leaders-boardroom-skills-you-need-be-successful-board>

Greenleaf, R. K. (1977). *Servant leadership: A journey into the nature of legitimate power greatness.* New York: Paulist Press.

Hassmiller, S.B. (2011). Nursing leadership from bedside to boardroom commentary. *JONA*, 41 (7/8), 306-308.

Hassmiller, S. (2013). Taking the first steps to serving on a board. *Colorado Nurse*, 113(1), 1-8.

Hassmiller, S. and Combs, J. (2012). *Journal of Healthcare Management*, 57 (1), 8-11.

Khoury, C.M. and Blizzard, R. (2011). Nursing leadership from bedside to boardroom: A Gallup national survey of opinion leaders. *JONA*, 41 (7/8), 299-305.

Lazure, L., Oertwich, A., Costanzo, C., & Selde, S. (March 8, 2013). Development of Emotional Intelligence as a Measure of Nursing Leadership Growth. Poster Discussion presented: MNRS 37th Annual Research Conference, Chicago, IL. (Abstract in Proceedings, #62, p. 25).

# References - continued

---

Pribil, L. (2009). Engaging Nurses in Governing Hospital and Health Systems. *Journal of Nursing Care Quality* 24(1):5-9.

Reinhard, Susan. (March 13, 2017). *Getting nurses on board. Nurse trustees add a needed point of view- and can help hospitals run at their best.* Retrieved from Trustee, an American Hospital Association publication website: <http://www.trusteemag.com/articles/1212-getting-nurses-on-the-hospital-board>

*Resources for Nurses.* Nurses on Boards Coalition. Retrieved from <https://www.nursesonboardscoalition.org/resources/for-nurses/>

Sandberg, S. (2013). *Lean In: Women, Work and the Will to Lead.* Alfred A. Knopf, New York.

**Video - Nurse Leaders in the Boardroom: The Skills You Need To Be Successful on a Board** <http://campaignforaction.org/webinar/nurse-leaders-boardroom-skills-you-need-be-successful-board>