Shaping the future of health care through innovative nursing leadership.
AONE MISSION

To represent nurse leaders who improve health care. AONE members are leaders in collaboration and catalysts for innovation.
AONE VISION

Shaping the future of health care through innovative nursing leadership.
AONE MEMBERSHIP

- More than 6,800 nurse leaders who are dedicated to the improvement of patient care in their organizations and communities.
- AONE membership includes nurses who aspire to nursing leadership positions as well as those who currently hold such positions.
- AONE affiliate membership is also available to non-nurses who support the AONE mission and vision.
- Group membership – Join over 40 hospitals and health care systems that have enrolled their nursing management staffs at a discount.

Shaping the future of health care through innovative nursing leadership.
AONE MEMBERSHIP

- AONE member job titles include:
  - Chief executive officer
  - Chief operating officer
  - Chief nursing officer
  - Vice president of patient care services
  - Director of nursing
  - Nurse manager
  - Aspiring nurse leader
  - Staff nurse
  - Nurse consultant
  - Nurses who hold management/leadership positions in vendor organizations
SERVING OUR MEMBERS

AONE serves its members by:

- Providing a vision for nursing leadership to meet the health care needs of society
- Influencing legislation and public policy related to nursing and patient care issues
- Offering member services that support and enhance the management, leadership, educational and professional development of nurse leaders
- Facilitating and supporting research and development efforts that advance nursing administration practice and quality patient care
AONE CORE BUSINESS

• Education and leadership development
• Public policy advocacy
• Career development
• Information resources
• Local chapters
• Research (through the AONE Institute)
• Member engagement
OUR BEHAVIORS

• Futurist
• Synthesizer
• Partner
• Convener
• Provocateur
• Designer
• Broker
VALUES

Creativity
Excellence
Integrity
Leadership
Stewardship
Diversity

Shaping the future of health care through innovative nursing leadership.
STRATEGIC PLAN GOAL AREAS

- Design of Future Patient Care Delivery Systems
- Healthful Practice Environments
- Quality and Safety
- Workforce Supply/Competency
- Leadership
- Strong and Engaged AONE Membership
2010-2012 AONE Strategic Plan

Our Initiatives and Key Drivers

Design of Future Patient Care Delivery Systems
Healthful Practice Environments
Quality and Safety

- Workforce Supply/Competency
- Leadership
- Strong and Engaged Membership

Our Core Business:
- Education and leadership development
- Public policy advocacy
- Career development
- Information resources
- Local chapters
- Research
- Member engagement

Our Values:
- Creativity
- Excellence
- Integrity
- Leadership
- Stewardship
- Diversity

Our Mission:
To represent nurse leaders who improve health care. AONE members are leaders in collaboration and catalysts for innovation.

Our Vision:
Shaping the future of health care through innovative nursing leadership.
DESIGN OF FUTURE PATIENT CARE DELIVERY SYSTEMS

Nurse leaders are active and recognized leaders in the design, implementation and evaluation of future patient care delivery systems that effectively leverage human, financial and technological resources to produce high-quality, safe, patient/family centered health care.
HEALTHFUL PRACTICE ENVIRONMENTS

Nurse leaders serve as initiators and influencers in creating positive, safe, healthful practice/work environments.
QUALITY AND SAFETY

Nurse leaders are actively involved and viewed as leaders in the development of cultures within health care organizations in which quality and patient safety are paramount.
Nurse leaders are supported by AONE to enhance the competency and supply of nurses by serving as a convener for organizations, health care leaders, other associations and educational partners to work collaboratively on these critical issues.
Nurse leaders are valued members of executive and management teams in health care organizations, key in setting strategic direction for the development, implementation and evaluation of evidence-based patient care delivery systems and healthful practice/work environments that produce high quality, cost effective, safe patient outcomes.
STRONG AND ENGAGED AONE MEMBERSHIP

Nurse leaders value the benefit of AONE membership and are actively engaged in the growth and success of the organization.
Shaping the future of health care through innovative nursing leadership.
PUBLIC POLICY ADVOCACY – 2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• Education
  – Secure reauthorization and FY 2010 federal appropriation increase for Nurse Education Act
  – Broaden nurse education funding outside HHS
  – Support DOD and VA efforts to ensure high quality and appropriately educated federal nursing workforce
PUBLIC POLICY ADVOCACY – 2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• Education (contd.)
  – Work to elevate educational level of nurse of the future to the baccalaureate level
  – Foster climate for patient safety and quality outcomes that is based on academic research rather than legislated mandates or ratios
  – Work with federal and state legislators to develop work environment policies that allow necessary flexibility to meet healthcare demands
PUBLIC POLICY ADVOCACY – 2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• Public Policy and Advocacy
  – Promote unified agenda for addressing most pressing issues facing the nursing profession
  – Continue to collaborate with AHA, the Nursing Community, Americans for Nursing Shortage Relief (ANSR), the Tricouncil for Nursing, and others to address healthful practice environments
  – Represent nurse leaders’ perspectives about disaster preparedness

Shaping the future of health care through innovative nursing leadership.
PUBLIC POLICY ADVOCACY – 2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• Public Policy and Advocacy (contd.)
  – Support legislation that will foster the nurse executive’s leadership role in the management of care, especially related to staffing, information technology and patient care services
  – Collaborate with quality partners (e.g., JCAHO, NQF) to ensure that proposed regulatory changes achieve desired results
PUBLIC POLICY ADVOCACY – 2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• Information Technology
  – Advocate for nursing role’s in design, acquisition and implementation of information systems
  – Represent nurse executive’s role in the legislative and policy arenas of information technology
PUBLIC POLICY ADVOCACY –
2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• International Nurse Migration
  – Advocate for efforts that permit foreign-trained nurses who have merit and ability to find employment in the U.S.
  – Support legislative initiatives that promote international nurse migration to the U.S.
  – Support efforts to address the worldwide nursing shortage
PUBLIC POLICY ADVOCACY –
2010 ADVOCACY AND LEGISLATIVE PRIORITIES

• Access and Coverage
  – Support legislative efforts to promote reimbursement parity for APNs in such areas as midwifery and RNFA
  – Support efforts to secure federal status for nurse-managed clinics
  – Support AHA initiatives on coverage for the uninsured
AONE & RWJF
Disseminating Transforming Care At The Bedside (TCAB)
Disseminating TCAB

• In January 2007, AONE partnered with the Robert Wood Johnson Foundation (RWJF) and received a $1.5 million to disseminate the Transforming Care at the Bedside (TCAB) project with 67 hospitals nationwide for two years.
• Overall goal of the project was to identify the key tools and processes of TCAB that can be shared and replicated by other hospitals.
• Over 50 hospitals are now involved in TCAB spread activities throughout their hospitals and systems.
Disseminating TCAB

• The TCAB project is a vehicle that addresses three major strategic AONE areas of focus:
  ▪ Leadership Development for the Future
  ▪ Designing the Patient Care Delivery Models for the Future
  ▪ Creating Healthful Practice Environments that Recruit and Retain a Robust Workforce
Aligning Forces for Quality: TCAB Collaborative

• AONE has a new partnership with RWJF and their Aligning Forces for Quality: TCAB national initiative.
• Aligning Forces for Quality is the RWJF’s signature effort to improve the quality of health care in targeted communities across the country.
• AONE has been selected as the professional organization to provide the technical assistance and oversight to over 135 selected hospitals over the next four years.
Shaping the future of health care through innovative nursing leadership.

AONE NURSE LEADERSHIP DEVELOPMENT
AONE CHAPTERS

- AONE recognizes nine regions comprised of 49 chapters.
- Each chapter plays an important role in helping nurse executives forge strong links with colleagues in their state or region.
- For a complete directory of AONE chapters, visit the AONE website at www.aone.org.
AONE NURSE EXECUTIVE COMPETENCIES

• Nurse educators utilize the AONE Nurse Executive Competencies as a curriculum guideline for the educational preparation of nurses seeking expertise and knowledge in executive practice.
• Originally developed in 1995 and updated in 2005
• Competencies describe skills common to nurses in executive practice regardless of educational level or titles in different organizations
• AONE believes managers at all levels must be competent in:
  • Communication and relationship-building
  • A knowledge of the healthcare environment
  • Leadership
  • Professionalism
  • Business skills

Shaping the future of health care through innovative nursing leadership.
AONE NURSE EXECUTIVES
COMPETENCY ASSESSMENT TOOL

- **AONE’s Nurse Executive Competencies Assessment Tool** is designed to assist assessment of level of preparation in each of the competencies.
- Tool uses a five point scaling system to rate level of competency

<table>
<thead>
<tr>
<th>Nurse Executive Competency</th>
<th>Competency Level</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Novice</td>
</tr>
<tr>
<td>Communication and Relationship Building</td>
<td></td>
</tr>
<tr>
<td>Effective Communication</td>
<td>Make oral presentations to diverse audiences on nursing, health care, and organizational issues</td>
</tr>
<tr>
<td>Produce cogent and persuasive written materials to address nursing, health care, and organizational issues appropriate to audience</td>
<td></td>
</tr>
<tr>
<td>Resolve and manage conflict</td>
<td></td>
</tr>
<tr>
<td>Relationship Management</td>
<td>Build trusting, collaborative relationships with:</td>
</tr>
<tr>
<td>Staff</td>
<td></td>
</tr>
<tr>
<td>Peers</td>
<td></td>
</tr>
<tr>
<td>Other disciplines and ancillary service</td>
<td></td>
</tr>
<tr>
<td>Physicians</td>
<td></td>
</tr>
<tr>
<td>Vendors</td>
<td></td>
</tr>
<tr>
<td>Community leaders</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
AONE NURSING LEADERSHIP INITIATIVES

AONE members advance the field of nurse executive leadership through:

• Educational events throughout the year
• Knowledge sharing among AONE member community
• Professional resources (publications, guiding principles, toolkits, resource center)
NURSE MANAGER LEADERSHIP PARTNERSHIP

- Formed by the American Association of Critical-Care Nurses (AACN) and AONE
- Focus on nurse manager development
- NMLP Learning Domain Framework
- Nurse Manager Inventory Tool (built on Framework) on AONE website

Shaping the future of health care through innovative nursing leadership.
Shaping the future of health care through innovative nursing leadership.
AONE EDUCATION TRACK

Shaping the future of health care through innovative nursing leadership.
Shaping the future of health care through innovative nursing leadership.

AONE EDUCATION TRACK

Annual Education Events
• 43rd Annual Meeting and Exposition, Indianapolis, IN

Nurse Leader Development Series
• AONE Aspiring Nurse Leader Institute (ANLI)
• Essentials of Nurse Manager Orientation (ENMO)
• Nurse Manager Fellow Program

Online Web-Based Education on hot topics such as:
• Situational leadership
• Delegation skills
• Conflict resolution
• Crucial conversations with difficult employees
• Finance—making the business case
• Novice nurse executive competencies
• TCAB principles
AONE RESOURCES
AONE PUBLICATIONS

- Voice of Nursing Leadership
- Nurse Leader
- AONE eNews Update
  (weekly electronic newsletter of key news items)
- AONE Working for You
  (weekly electronic newsletter resource guide and tips for members)
- The Business of Caring Newsletter
- AONE Online Bookstore
  - Several invaluable titles as selected by the AONE Publications Committee

Shaping the future of health care through innovative nursing leadership.
AONE ONLINE RESOURCES

- AONE Web site (www.aone.org)
- AONE eNews Update
- AONE Working for You
- Social networking and blogging
- Member Directory
- Resource Center
- Executive Coaching Resource Center (ECRC)
- Online Book Store
- Online Vendor Directory
- Online Career Center
- Executive Search Firm Directory

Shaping the future of health care through innovative nursing leadership.
AONE GUIDING PRINCIPLES

• Building the Hospital for the Next Generation
• Diversity in Health Care Organizations
• Elder-Friendly Hospital/Facility
• Excellence in Nurse/Physician Relationships
• The Nurse Executive to Enhance Clinical Outcomes by Leveraging Technology
• The Nurse Executive in Technology Acquisition and Implementation
• Relationships among Nursing & Support Services in the Clinical Setting (a collaboration between AONE and ARAMARK Healthcare)
• The Role of the Nurse Executive in Patient Safety
• The Role of the Nurse in Future Patient Care Delivery
AONE TOOLKITS

- AONE Toolkit for Diversity in Health Care Organizations
- AONE Toolkit for the Nurse Executive in the Acquisition and Implementation of Information Systems
- AONE Toolkit for the Role of the Nurse Executive in Patient Safety
- AONE Toolkit for the Role of the Nurse in Future Patient Care Delivery
Shaping the future of health care through innovative nursing leadership.
AONE COMMITMENT TO RESEARCH and EDUCATION FUNDING

Shaping the future of health care through innovative nursing leadership.
Shaping the future of health care through innovative nursing leadership.

- **Philanthropic Arm of AONE;** 501(c)(3) unit of the Health Research and Educational Trust

- **Institute Strategic Priorities**
  - Institute-Funded Research
  - Seed Grant Program
  - Institute Long-Term Sustainability
  - Institute Research Partnerships
  - Institute Education and Special Project Initiatives
    - Award and Recognition Program
    - International Members’ Scholarship Fund
AONE LEADERSHIP

Shaping the future of health care through innovative nursing leadership.
Shaping the future of health care through innovative nursing leadership.
2010 AONE National Election

- September 2010
- Vote online thru the AONE web site
- Elective offices:
  - President-Elect
  - Treasurer
  - Board Members in Regions 5, 7 and 9

VOTE!!!!!!
AONE COMMITTEES AND TASK FORCES

In the fall of each year, AONE issues a call for volunteers for those willing to provide their time and talent to one of AONE’s committees and task forces. The 2010 roster is as follows:

Bylaws Committee
CEO Task Force
CGEAN Task Force
CMS Task Force
Diversity Council
Education Committee
Geriatric Committee
Health Care Reform Task Force
Membership Committee
New Graduate Task Force
Nominating Committee
Patient Safety and Quality Committee
Political Action Committee
Professional Practice Policy Committee
Publications Committee
Regulatory Monitoring Committee
Strategic Planning Committee
Technology Committee
Questions?

(202) 626-2240 (Executive Office)
(312) 422-2800 (Operations/Membership)

www.aone.org
aone@aha.org
The American Organization of Nurse Executives