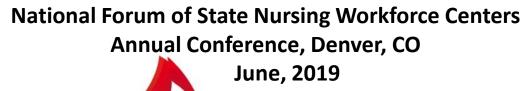


## The National FOR M Of State Nursing Workforce Centers



Nurses on Boards Coalition

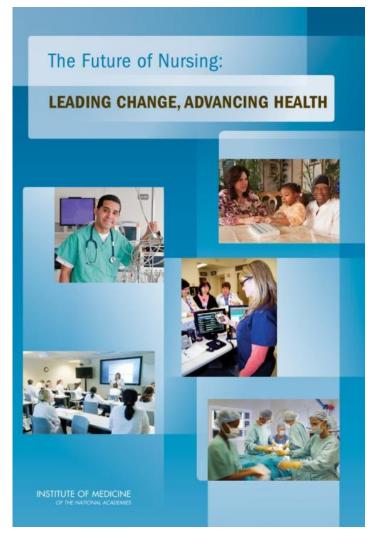
10K Nurses by 2020

## The Intrinsic Value of Board Service

Kimberly Harper, MS, RN, FAAN Karen Clark, EdD, RN Karren Kowalski, PhD, RN Ann White, PhD, RN, NE-BC



The Future of Nursing: Leading Change, Advancing Health





# The Future of Nursing: Leading Change, Advancing Health

**IOM Recommendation #7:** 

Prepare and enable nurses to lead change to advance health.

"Nurses, nursing education programs, and nursing associations should prepare the nursing workforce to assume leadership positions across all levels, while public, private, and governmental health care decision makers should ensure that leadership positions are available to and filled by nurses."



# Making a Difference

"The IOM Report imagines a world where all nurses could become lifelong learners, practice to the full extent of their education and training and serve as full partners in providing care and promoting health on the front lines as well as in the boardroom."

-Susan B. Hassmiller, Robert Wood Johnson Foundation



# So.....Why Nurses?

All boards benefit from the unique perspective of nurses to achieve the goals of improved health and efficient and effective health care systems at the local, state and national level.





# Nurses Bring a Special Set of Skills

- Leadership
- Quality and process improvement
- Communications
- Human resources
- Strategic planning
- Finance
- Teamwork...and many others





# **Required Board Competencies**

- Mission Driven
- Financial Knowledge
- Communication
  - Emotional Intelligence, Relationship Building, Social Etiquette
- Cultural Awareness/Competence
  - Diversity and Inclusion, Organizational Culture
- Leadership
  - Strategic/Global Thinker, Visionary



## A Call to Action

### April 2014

Organizations were invited by the Future of Nursing: Campaign for Action to attend a meeting in DC in April of 2014 where the concept was discussed



## July 2014

In July 2014 the group met for the second time to begin working out what a Coalition such as this might "look like." At this meeting, a Steering Committee of the larger group was formed.

#### October 2014

The Steering Committee met to outline a draft strategy



### November 2014

November of 2014 the Steering Committee reported back, a vote was taken and the Nurses on Boards Coalition was formed!



## Result !!!



## **NOBC Mission**

The mission of the NOBC is to improve the health of communities and the nation through the service of nurses on boards and other governing bodies





# **Key Strategy**

# 10,000 nurses on boards by 2020

# NOBC focuses on the impact of nurses on boards



# **Nurses on Boards Coalition Today**

- 29 Member Organizations
- 17 Founding Strategic Partners
- 4 Founding Sponsors
- 34 Founding Healthcare Leadership Organizational Strategic Partners
- 6 Member Affiliate Organizations



# NOBC Strategic Imperatives 2017 - 2020

MISSION: To improve the health of communities and the nation through the service of nurses on boards Promote Create a dynamic collaboration among Demonstrate the Develop member Facilitate board organization focused states and national impact of nurses on synergy strategy on transformative placements boards organizations to and value growth integrate strategies



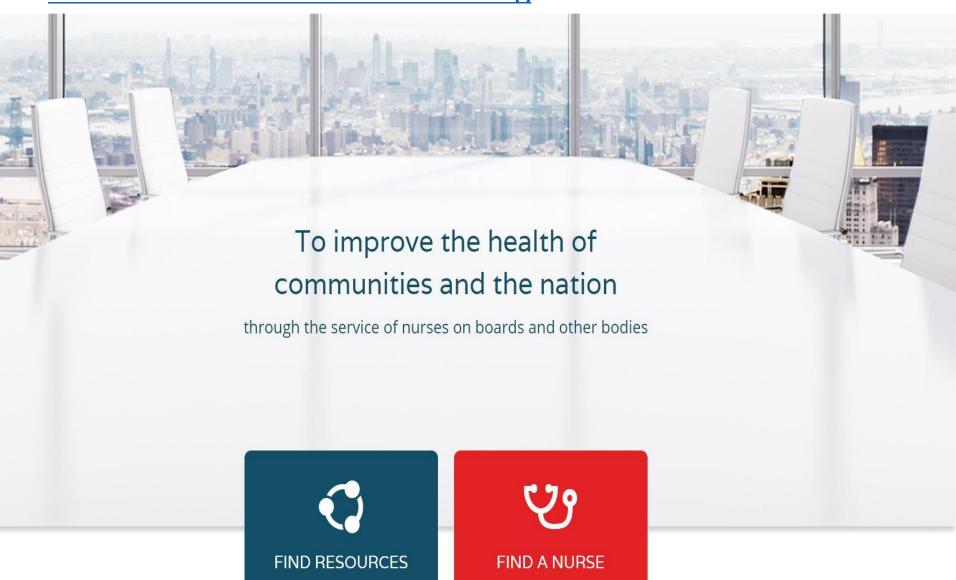
# Where We Are Today – Show Me the NUMBERS!

- 14,037 Nurses have registered in the NOBC database to date
- 6,129 Nurses currently serve on boards that count towards the 10,000
- 9,021 Nurses want to serve on a board but do not yet do so
- 2,926 Nurses who are currently serving on a board would like to serve on an additional board



## **NOBC** Website

www.nursesonboardscoalition.org



## **NOBC** Website

#### Welcome to the Nurses on Boards Coalition website

Our goal is to improve the health of communities and the nation through the service of nurses on boards and other bodies. All boards benefit from the unique perspective of nurses to achieve the goals of improved health and efficient and effective health care systems at the local, state and national levels.

On this website you will find many resources that are designed to assist nurses in building leadership skills. We also invite organizations to engage with nurses through our site and invite them to become a part of their board.

We hope that you will take advantage of these resources and help us in our journey to improve the health of those across the nation! Thank you!

### 10,000 Nurses on Boards by 2020



#### • 4,666 counted to date

For purposes of measuring our progress in order to have an even greater and far reaching impact, board and governance roles where nurses already have a significant presence within the nursing profession are not counted toward the goal. NOBC is measuring progress and impact beyond our

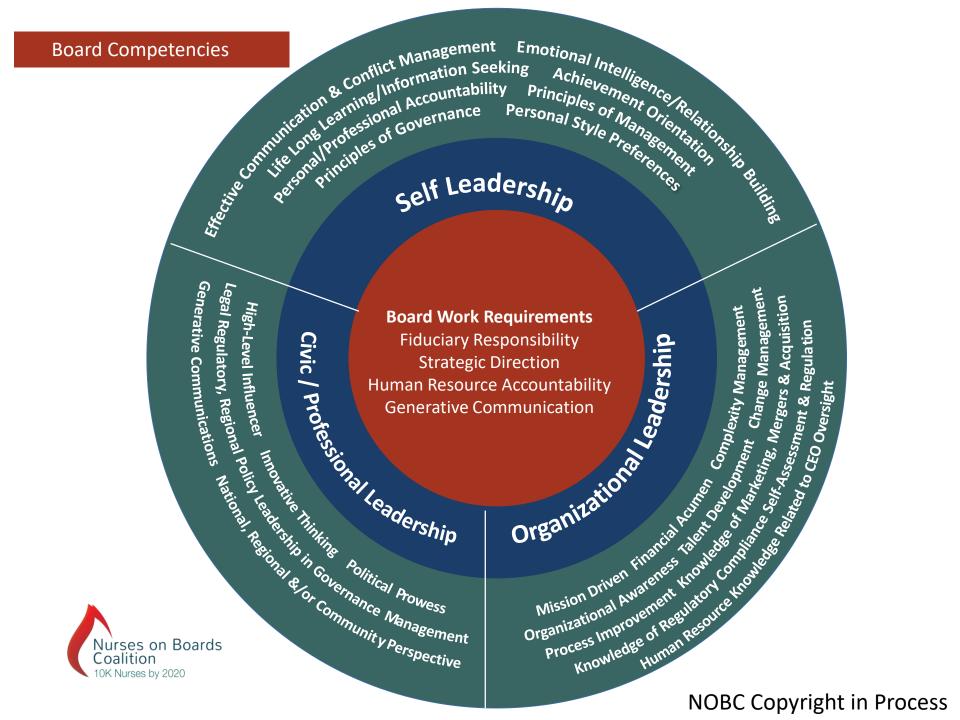
Do you serve on a board?

YES! Be Counted

## **NOBC** Website Resources

- NOBC Overview Documents
- Educational Offerings
- Board Readiness Tools
- Mock Board Meeting Video
- Links to Member and Partner Organizations
- Getting on Board Process Tool
- Nurse Stories of Board Service
- And so much more . . .





## **Board Core Competencies**

Prepared By: Nurses on Boards Coalition Board Preparation Work Group

### Mission driven

**Definition:** The ability to be committed to advancing the organization's mission; and integrating the mission as a framework for decisions about the organization's direction.

Attributes: advocacy, caring

### Financial knowledge:

**Definition:** The ability to review and interpret the financial condition of an organization by review of 4 financial statements: (1) Statement of Financial Position [Balance Sheet]; (2) Operating Statement [Income Statement]; (3) Statement of Changes in Assets [Statement of Changes in Equity]; (4) Statement of Changes in Cash Flow. In addition, knowledge of audits and tax requirements is integral.

#### Reference/Resource:

Finkler, S. A., Jones, C.B., & Kovner, C.T. (2013). Financial management for nurse administrators and executives. (4th Ed.), St. Louis, MO: Saunders. (p. 97).

AME Learning. (2015). Finance for board service. www.amelearning.com/nursesonboards

#### **Communication:**

**Definition:** Each board member must be able to communicate effectively, professionally, calmly, confidently and collegially, both internally and externally. Facts need to be sound, opinions scarce. Demonstrating effective listening and comfort with both inquiry and challenge are key to effective communication.

#### Reference/Resource:

Board of Directors' Competency Matrix. Retrieved September 8, 2015 from https://www.oha.com/AboutUs/CaseforChange/Documents/Competency%20Matrix.pdf

Attributes: emotional intelligence, relationship building, social etiquette

**Social Etiquette** encompasses various aspects of leadership including preparation, courtesy, professional appearance, respectfulness, and the ability to engage in meaningful dialogue utilizing proper grammar, conversation skills and conflict resolution techniques. Social etiquette is essential in order to serve as an effective and engaging leader and board member.

#### Reference/Resource:

Pagana, K. D. (2013). The nurse's etiquette advantage. (2nd edition). Indianapolis, IN: Sigma Theta Tau International Honor Society of Nursing.



#### **BOARD READINESS MODEL** FROM NOVICE TO EXPERT COMPLEXITY COMPETENCIES LEVELS OF ARENAS OF BY LEVEL BOARDS/APPOINTMENTS PERFORMANCE Path to Board Readiness **EXPERT** High Level Influencer Innovetive Thinker Political Provess Corporate Governance Legal/Regulatory and Policy Knowledge and Skill Leadership in Boards at the Professional Civic and Professional Association or Healthcare Governance/Management Leadership Generative Communication Skills System Level and Political Community, Regional and/or /Regulatory or Policy Governance Knowledge and Skill Knowledge of HowInfluence is Appointments Accessed and Applied Knowledge and Skill in Advocacy Team Leadership Complexity Management Strategic Orientation Planning Knowledge of Marketing, Mergers, Human Resource Knowledge and and Acquisitions Knowledge and Effective Application Talent Development of Self-Knowledge and Personal Organizational Change Management/Leadership Style Preferences Organizational Governance Management and Boards Leadership Process/Performence Knowledge of Regulatory Improvement, Quality and Safety, Compliance and Relevance to and Appropriate Application in Organizational Types Organizational Processes and Knowledge of Customer Satisfaction Principles Advenced Skill and Ability in Riscal Acumen Conflict Management Organizational Awareness Advenced Meeting Management and Team Leadership Principles · Achievement Orientation • Basic Knowledge of Principles of Ufelong Learning/Information Governance and Management Personal Style Preference "Testing" Knowledge and Skill in Relationship Building Understanding of Reflective Advisory and Practices Self-Leadership Understanding of Mindfulness Effective Communication Community Boards Conflict Management Knowledge Practices and Skill Understanding of Theory of Systems Thinking and Montal Accountability Demonstrated Ability in Giving and ● Basic Understanding of Political Contect and Landscape

**NOVICE** 

Nurses on Boards Coalition 10K Nurses by 2020

NOBC Copyright in Process

# What YOU Can Do Right Now!

- Step up and be counted and/or indicate your interest in future board service at <u>www.nursesonboardscoalition.org</u>
- Encourage your colleagues to register on the NOBC website
- Share your story
   <a href="https://www.nursesonboardscoalition.org/resources/for-nurses/share-your-story/">https://www.nursesonboardscoalition.org/resources/for-nurses/share-your-story/</a>
- Contact a local non-profit or other organization and ask them to consider a nurse for their board
- Engage in your state's efforts toward increasing the number of nurses serving on a board and support each other





## National Forum of State Nursing Workforce Centers (Forum)

and

Nurses on Boards Coalition (NOBC)

Alignment/Opportunities to Collaborate



## **Expert Panel of Nurse Leaders**

Panel: Karen Clark, EdD, RN

Karren Kowalski, PhD, RN, FAAN

Ann White, PhD, RN, NE-BC

Moderator: Kimberly Harper, MS, RN, FAAN



# **Questions?**





# We thank you for your personal and collective commitment to all you serve!





Kimberly Harper, MS, RN, FAAN

kharper@ic4n.org

**Board Chair, Nurses on Boards Coalition 317.574.1325**