



SIGMA THETA TAU INTERNATIONAL BOARD LEADERSHIP INSTITUTE

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Board Leadership Institute 2014

Nurse Leaders on Boards

- The Institute of Medicine (IOM) 2011 report stressed the significance of nurses becoming involved in changing the US health care system
 - Increase their leadership skills and find opportunities to utilize those skill sets
 - The IOM suggested “health care decision makers at every level should include representation from nursing on boards,”
 - To reach this goal nurses need the knowledge & competencies required for board leadership



Current Environment of Nurses on Boards

- A 2010 Gallup survey for the American Hospital Association (AHA) found the following:
 - 1000 hospitals surveyed
 - 6% of board members were nurses
 - 20% of board members were physicians
- Why???
- The survey found perception differences between nurses being seen as important health care decision makers compared to our MD colleagues



Nurses Perspective

- Nurses comprise a majority of the health care delivery workforce
- Health care organizations and patients depend upon nurses on a daily basis
 - Patients' generally enter into a health care environment due to their medical and/or nursing needs



Nurses Perspective



- What do nurses bring to the board room?
 - Operational knowledge of health care processes
 - System knowledge
 - Understanding of the continuum of care
 - Critical components required for safe patient care delivery
 - Ability to translate patient safety to board members
 - Communication skills essential for patient care delivery
 - Understanding of human resources
 - Nurses understand the patient/family stories that occur daily

Nurses Perspective

“I think boards should understand that the performance of the organizations depends as much on the well-being, engagement, and capabilities of nursing and nursing leaders as it does on physicians. I would encourage much closer relationships between nursing and the board.”

Donald Berwick, MD

former Administrator of the Centers for Medicare and Medicaid Services (CMS) & prior President and CEO of the Institute for Healthcare Improvement (IHI)

Barriers to Nurses Involvement on Boards

- Gender disparities continue to exist in board membership
- Understanding nursing's role in patient care delivery
- Acknowledging nursing's influence in quality and service cost
- Perception: nurses are not prepared or qualified for board leadership
- Reluctance to appoint members that are organizational employees other than the CEO

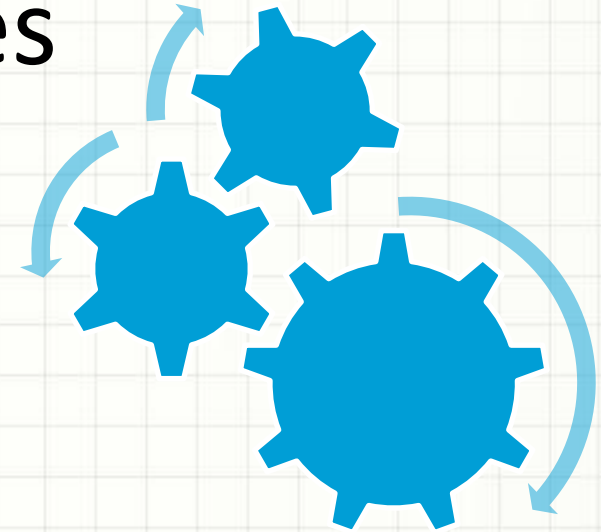


Board Competencies

- The AHA suggest specific governance skills required vary for the type of health care organization
 - Public
 - Private
 - Urban
 - Local vs National system
 - Rural
 - Academic
- Core Competencies include
 - Knowledge & Skills
 - Personal Capabilities



AHA Core Competencies



Knowledge & Skills

- Health Care Delivery & Performance
- Business & Finance
- Human Resources

AHA Core Competencies

Personal Capabilities



- Achievement orientation
- Collaboration
- Community Orientation
- Innovative Thinking
- Organizational Awareness
- Strategic Orientation
- Team Leadership

Preparing for Board Membership

- The knowledge, skills, & competencies take time to develop
- Invest in your professional development
- Resources Available

— Sigma Theta Tau International's Board Leadership Institute



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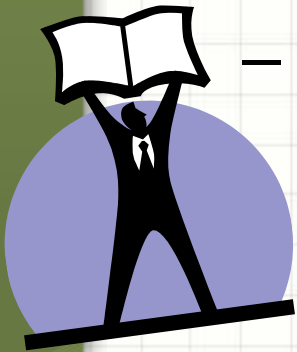
STTI's Board Leadership Institute

- Evaluate your readiness to serve on a board
- Enable nurse leaders discover their passion for board service and leadership
- Assist nurse leaders develop professional strategies for getting placed on boards
- Gain information about board composition and governance roles



STTI's Board Leadership Institute

- What's Involved?
 - Successful Launch of BLI occurred in April 2014
- Participants learned from industry leaders about the aspects of board leadership
 - Professional board recruiter
 - Board President
 - Board Member
 - Nurse Leader and Leadership Scholar



Board Leadership Institute

Topics of Discussion

- The Importance of Nursing's Voice
- What are Organizations Looking For
- What Do You Have to Offer
- Board Structure
- Board Case Studies
- What Should You Look For
- Your Skill + Right Board = A Great Fit
- Preparation Equals Opportunity





Board Leadership Institute

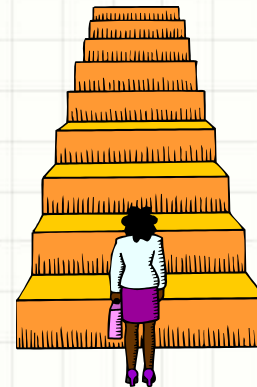
Results of First BLI: What the participants told STTI

- Great Leader and presenter with wealth of information
- She has great experience of being on different boards. Keep it up. Inspiring.
- This was very helpful to understand the difference from profit and non-profit.
- Loved the case study approach - very engaging way to learn.
- Based on personal experience - some real nuggets of wisdom
- Love the applied learning - using mission & vision statements to consider what we would bring to the board.
- Excellent wrap up - making sure all the critical points were covered.
- Awesome program - I would highly recommend it to anyone!

Board Leadership Institute

Next Steps:

- Based upon the success of the first BLI Sigma plans to repeat the program in 2015
- Dates being considered are in March and August of 2015
- Locations TBD



Additional Resources

- Best on Board (www.bestonboard.org)
- Online education available @ www.nursingknowledge.org
- AHA Center for Healthcare Governance *Competency-based governance: a foundation for board and organizational effectiveness. (2009)*
- BoardSource www.boardsource.org
- Center to Champion Nursing in America www.championnursing.org
- Center for Healthcare Governance www.americangovernance.com
- The Governance Institute www.governanceinstitute.com

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