My Leadership Journey: Twenty-Six Years Using the Magnet® Model Roadmap

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MY LEADERSHIP JOURNEY: TWENTY-SIX YEARS AND THRIVING

1998 CNO/VP The Valley Health Hospital

2009 CNO/VP Forsyth Medical Center

2013 Director Magnet Recognition Program

2014 Chief ANCC Officer/EVP ANCC

2018 PhD Complete from the University of Texas at Tyler
LAUNCHING ANCC WORLD
PROMOTE EXCELLENCE in NURSING AND HEALTH CARE GLOBALLY through credentialing programs.
WHAT’S THE SAME? WHAT’S DIFFERENT?

SAME

- Level of quality and superior outcomes for ANCC programs
- National Healthcare Goals
- Translation materials

DIFFERENT

- Culturally appropriate services and tools
- National healthcare standards for patient safety
- Partner with country’s health ministry & National Nursing Organizations
ANCC’S CREDENTIALING PROGRAMS

Organizational Credentials

- MAGNET Excellence
- Pathway to Excellence
- Pathway Designated

Individual Credentials

- Accredited Provider
- Accredited Approver
- Accredited Nursing Skills Competency Program
- Board Recognized

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ANCC FRAMEWORK FOR HEALTH CARE EXCELLENCE

GLOBAL HEALTH

MAGNET RECOGNITION PROGRAM®

INNOVATE PRACTICE

SUSTAIN EXCELLENCE

PATHWAY TO EXCELLENCE®

EVLVE EXCELLENCE

NURTURE A POSITIVE PRACTICE CULTURE

BUILD & RENEW A PROFESSIONAL WORKFORCE

CERTIFICATION

ENABLE EXCELLENCE

ACCREDITATION
ANCC SNAPSHOT

ANCC is the first and only nurse credentialing organization to attain full ISO Certification

More than 200,283 ANCC board-certified nurses

430 Magnet-recognized organizations in 8 countries

136 Pathway-designated organizations in 2 countries

386 accredited nursing education providers in 8 countries
THE CHALLENGES WE FACE

Aging Population
Economy
Chronic Disease
Access to Care
Public Health Infrastructure/Communicable Diseases
Shortage/Distribution of Health Care Professionals

Scope of Practice
Proliferation of New Health Care Roles
Health Information Technology
Rising Health Care Costs
Nursing Work Environments
OPPORTUNITIES FOR NURSING IN HEALTH CARE TRANSFORMATION

1. WORKFORCE
2. SCOPE OF PRACTICE
3. LEADERSHIP
4. QUALITY
Creating a **CULTURE of MAGNET EXCELLENCE**
## FORCES OF MAGNETISM

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CONTEXT: THE MAGNET® MODEL
TRANSFORMATIONAL LEADERSHIP

WHO Call To ACTION
- Governance of Nursing
- Nursing / Midwifery Workforce
- Nursing / Midwifery Practice and Services

FORCES OF MAGNETISM
- Quality of Nursing
- Management Style
WHAT IS TRANSFORMATIONAL LEADERSHIP?

Those who stimulate and INSPIRE FOLLOWERS to both achieve EXTRAORDINARY OUTCOMES and, in the process, DEVELOP THEIR OWN LEADERSHIP CAPACITY.

QUALITIES OF TRANSFORMATIONAL LEADERS

Seek out experiences that transform themselves

Articulate the future and bridge it to the present

Challenge the status quo

Know what not to change

Take on obstacles and disconnects

Depend on transformational followers

Build capacity to embrace chaos

Work with partially developed ideas

Know how to run the marathon

Have personal support

Go the distance

Seth Kahan, visionaryleadership.com
MAGNET® IS A ROADMAP FOR SUCCESS

Creating an work environment that enculturates innovation, evidenced-based practice, strengthens interprofessional teamwork, excels in superior outcomes and progresses the Profession of Nursing.
WORLD HEALTH ORGANIZATION

- ROLES AND RESPONSIBILITIES OF GOVERNMENT CHIEF NURSING AND MIDWIFERY OFFICERS (GCNMOs): A CAPACITY-BUILDING MANUAL
WHO’s GCNMOs Leadership Domain

1. Change management
2. Communication
3. Professionalism
4. Talent development
5. Team leadership
6. Strategic thinking
7. Decision making
8. Networking and partnerships
9. Inspirational
What Direction will you head next?

Global

National

Education

Practice

Research
As a Leader of many, your impact is priceless remember these words of wisdom…

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou
Thank you for Inviting Me Today!
Join me in 2016 ANCC Magnet® Conference

https://www.youtube.com/watch?v=zk56DaGjqtl