

**SHARING THE WEALTH,
COLLABORATING ACROSS STATE LINES**

Session #C853
2015 ANCC Magnet Conference®
 October 8, 2015 @ 3:45pm

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OBJECTIVES

- Evaluate the value of networking with Magnet® Program Director (MPD) colleagues
- Describe challenges faced by MPDs and how networking with peer MPDs assists in achieving Magnet Designation
- Identify strategies to enhance collaboration with organizations that have achieved ANCC Magnet Designation®

BOSTON CHILDREN'S HOSPITAL

- Boston, Massachusetts
 - Founded 1869
- 2008 Initial Magnet Designation
- 2012 Redesignated
- Largest major pediatric tertiary care facility in the Northeast
 - 397 Inpatient Beds
 - 47 Ambulatory clinics (primary care and specialty)
 - 4 Satellites and a community health center
 - 204 Specialties
- Ranked first or second Children's Hospital by U.S. News & World Report's for 20+ years
- 1727 RN FTEs

THE MIRIAM HOSPITAL








- Providence, Rhode Island
- 1998 Initial Magnet Designation
- April 2015 5th Designation
- 247 acute care beds
- 473 RN FTEs





SOUTHERN NEW HAMPSHIRE MEDICAL CENTER

- Nashua, New Hampshire
- 2006 Initial Magnet Designation
- 2011 Redesignated
- August 2015 submitted third document
- 188 acute care beds
- 282 RN FTEs

BOSTON MEDICAL CENTER



- Boston, Massachusetts
- On the Journey!
- 500 acute care beds
- Largest provider of trauma and Emergency Services in New England
- New England's largest Safety Net Hospital
- Greater than 1 million ambulatory visits annually
- 1500 RN FTEs






COMBINED EXPERIENCE


- 4 Manuals
- 10 Documents
- 10 Site Visits

“To Boldly Go Where No Man Has Gone Before”

HISTORY
NEW ENGLAND MAGNET NETWORKING GROUP


- Grassroots effort
- June 2004 - 7 hospitals met
 - MPDs, staff nurses, directors, and CNOs
- Mission established
- Create a forum for networking and colleagues and exchanging ideas to navigate Magnet Journey
- 2008 mentorship provided to group in Maine






ARTICLES OF ORGANIZATION

- Established in 2005
- Reviewed and revised in 2015
- Co-Facilitators
 - One facilitator from a Magnet Designated organization, and one from a non-Magnet organization
- Responsibilities:
 - Set meeting dates and build agendas in collaboration with members
 - Ensure rotation of meeting site
 - Communicate/distribute meeting agendas, minutes and other pertinent information






WHO IS IN THE GROUP?

- Twenty healthcare organizations across three neighboring states
- 50% are ANCC Magnet Designated
- 45% have designated or re-designated while participating in MPD Networking Group

- Members
 - Nurse representatives from New England health care organizations interested in or actively involved in the Magnet Recognition Process
 - No term limits



WHO IS IN THE GROUP?

▪ Types of Organizations

▪ Urban and Rural

▪ Community Hospital

▪ Medical Centers

▪ Specialty Hospitals

▪ Ambulatory Specialty

▪ Variation in MDP role

▪ Associate Chief Nurses

▪ Directors


▪ Project Managers/Coordinators



MEMBERSHIP SAMPLE							
Hospital	State	Number Beds	Hospital Type	Magnet	Year Designated	MPD	Role
Berkshire Medical Center	MA	350	Community	No	N/A	Vicki Sperlunga, BS, M.Ed, RN, NE-BC	Director, Clinical Development
Boston Children's Hospital	MA	397	Children's/ Academic	Yes	2008	Lynne Hancock, MSN, RN, NE-BC	Project Manager Patient Care Operations and Magnet Program Director
Boston Medical Center	MA	500	Academic	No	N/A	Diane Hanley, MSN, RN-BC, EID	Director, Professional Practice, Quality and Education
Brigham and Women's Hospital	MA	779	Academic	No	N/A	Rosemary O'Malley, MSN, MBA, RN	Associate CNO
Brigham and Women's Faulkner Hospital	MA	150	Community	No	N/A	Helene Bowen Brady, M.Ed, BSN, RN-BC	Program Manager, Professional Development
Catholic Medical Center	NH	239	Community	No	N/A	Cynthia Cohen, JRN, MSN, CNL, RN-BC	Director, Nursing Professional Development, Practice Standards, and Magnet Coordinator
Dana-Farber Cancer Institute	MA	N/A	Ambulatory Specialty	Yes	2005	Colleen West, MN, RN, CPHQ, NE-BC	Director, Center for Clinical and Professional Development
Elliot Health System	NH	299	Community	No	N/A	Karen Richards, DNP, RN, NE-BC	Executive Director, Professional Practice
Exeter Hospital	NH	99	Community	Yes	2013	Elizabeth McFadden, BSN, RN, CCRN	Nursing Quality and Accreditation Coordinator

MEMBERSHIP SAMPLE							
Hospital	State	Number Beds	Hospital Type	Magnet	Year Designated	MPD	Role
Hallmark Health System	MA	180	Community /System	Yes	2014	Donna M. Roe, DNP, ARNP, BC, CDN	Associate CNO and Magnet Program Director
Lowell General Hospital	MA	242	Community	Yes	2010	Susan Santana, MSN, MBA, RN	Director, Professional Practice and Magnet Recognition Program
Miriam Hospital	RI	247	Community	Yes	2005	Angela Creta, DNP, RN, CNL, NE-BC	Director, Professional Practice Innovation/Magnet
New England Baptist Hospital	MA	99	Orthopedic Specialty	No	N/A	Tricia Ide, MS, RN	Senior Director Quality, Safety & Patient Experience
Rhode Island Hospital/ Hasbro Children's Hospital	RI	719	Academic & Children's Hospital	No	N/a	Sandra M. Linde, BSN, RN	Magnet Program Coordinator
South Shore Hospital	MA	378	Community	Yes	2009	Donna Chase, MS, RN	Director, Accreditation/Clinical Professional Development
Southern NH Medical Center	NH	188	Community	Yes	2006	Ann McLaughlin, MBA, BSN, RN, NE-BC	Director, Magnet, Nursing Quality and Professional Practice
Winchester Hospital	MA	229	Community	Yes	2003	Mary Beth Strauss, DNP, RN, NE-BC	Director, Quality and Patient Safety and Magnet Program Director


WHAT IS THE PURPOSE?



- Establish common ground
- Provide ongoing mentorship and support
- Broaden knowledge base of members
- Dissemination of best practices
- Group structure has evolved based upon membership feedback and needs (nimble)

WHY DO WE MEET?

- Promote value of networking
- Share common experiences
- Mentor colleagues
- Improve Nursing Practice



WHERE AND WHEN DO WE MEET?

- Meetings
 - 3 times per year (Winter, Spring, Fall)
 - 10am - 2pm
- Rotate among participating organizations, voluntary basis
- Role of hosting hospital
 - Provide directions to host site
 - Provide a room to hold approximately 30 people
 - Provide copies of handouts if needed
 - Capacity for conference calling
 - Refreshments



WHEN AND WHERE DO WE MEET?




2014-2015 Meetings Sites

- New England Baptist Hospital (non-Magnet)
- Hallmark Health System (Magnet)
- South Shore Hospital (Magnet)
- Exeter Hospital (Magnet)
- Boston Children's Hospital (Magnet)
- Fall 2015- site set-Brigham and Women's Faulkner (non-Magnet)

AGENDA ITEMS

▪ **Standing Items**

- Welcome and Intro
 - Each organization provides updates on current state in their journey
- Review of Frequently Asked Questions (FAQs)—changes etc.
- Review of problematic Sources of Evidence (SOEs)
- Learnings from the Magnet Office
 - Individual questions asked and responses
- Recent site visits experiences and lessons learned



AGENDA ITEMS

▪ **Transformational Leadership**


- Leadership Structures
 - Use of ACNO title/role
 - MPD role in relation to other RN leader roles/structures

▪ **Structural Empowerment**

- Structures and processes what and how to implement
 - Shared governance
 - Peer review
- 80% BSN by 2020
- RN hire policies




AGENDA ITEMS



- **Exemplary Practice**
 - RN satisfaction tools (pros/cons)
 - Patient satisfaction tools (pros/cons)
 - Clinical Outcomes-measures
- **New Knowledge**
 - RN research structures
- **Other**
 - Regulatory changes
 - Mass BORN/ Use of CNS title

SPEAKERS

- **Patricia Reid Ponte RN, DNSc, FAAN, NEA-BC**
 - Past chair of the Magnet Recognition Commission
 - New Magnet Manuals
 - 2008 Magnet Model
- **Magnet Consultants**
 - Interpretation on new sources of evidence
 - Tips to writing to the new manual
- **Fall 2015 meeting**
 - Q and A with Magnet Analyst



SHARING BEST PRACTICES

- **Interpretation of source**
 - What is the source actually asking
 - Potential examples for evidence
- **Structures and processes**
 - What and how to implement
 - Shared Governance structures
 - Peer Review
- **Champion Engagement**
 - Between cycles
 - Maintaining momentum
- **Document**
 - Sharing of electronic formats/design etc.
 - Writing team structures
 - Timeline



SHARING BEST PRACTICES



- How to display data
- Share organizational documents
 - Job descriptions
 - Charters
 - Quality plans
 - Needs assessment
- Define strategies to enhance effectiveness of MPD
 - Templates to organization SOEs
 - Project plans



SHARING


- Give and take
- Go back and forth and build on information
- Provides mechanism for disseminating best practices
- How to make adjustment and refinements as needed
- Share the playbook to success






CHALLENGES FACED BY MPDS

- Finding a mentor for the Magnet Program Director role
 - Lone wolf
 - Not in dedicated MDP role
 - Bring information back to organization and make changes
 - Building/Maintaining a Magnet culture and infrastructure
- Underestimating time/support needed to be successful
 - Takes time to build credibility
- Others think they know more/but they don't really know what is needed
- New application manuals in 2005, 2008, 2014 – They just keep coming!





CHALLENGES FACED BY MPDS



- Preparing a document for submission
- Interpreting Sources of Evidence (SOEs)
- Examples to meet the SOE(s)
- Empirical Outcomes – What can I say?
- Preparing for a site visit
- The waiting game



STRATEGIES TO ENHANCE COLLABORATION

- Maintain open environment
- Share personal experiences
- Balance between giving and taking
- Go back and forth and build on Information discussed previously
- Celebrate individual achievements/milestones
- Ask the tough questions
- Recognize every voice
 - Setting meeting agendas
 - In discussions




HOW TO USE NETWORKING IN MAGNET DOCUMENT


- 006-Learner Assessment
 - MPD Learning opportunity
- TL2-Advocating for resource for organizational goals
 - Time/financial support to attend meetings
- SE4EO-Improve knowledge and skills of organization
 - Bringing back Information back to organization
- New Knowledge (look at SOEs)
 - Integrate evidence-based practice and research into clinical and operational processes—How have other organizations done this with their PPM




VALUE

- **Mentorship and support**
- **Seasoned MPDs**
 - Always something new to learn-problem solving SOEs
 - Help shift paradigm/need to change
 - Hear new/fresh perspectives on process- rejuvenates
 - Pass it forward
- **New MPDs**
 - Real time advice
 - Perspective from a variety of seasoned MPDs
 - Help you breath
 - Lets you know/confirms on the right path







VALUE

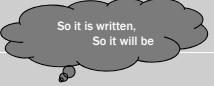



- **On the Journey to Magnet Excellence® MPDs**
 - Advice from others who have gone before
 - How to set up structures and process
 - Knowing group is there to provide support
- **Thinking about It**
 - How to build needed infrastructure
 - Belief that organization can implement changes, work toward and achieve Magnet status

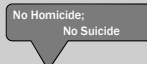



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



















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