Connecting the Threads of Nephrology Nursing Leadership

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5 Parts to this Presentation

1. My leadership journey and transformation leadership
2. My leadership hero
3. Challenges and opportunities in nephrology nursing
4. The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity
5. ANNA’s role in addressing these challenges and opportunities
TAMMIE’s LEADERSHIP JOURNEY

Nursing Education

Practice Areas

Role of ANNA
EVERY NURSE IS A LEADER . . .

What type of leader are you?

What type of leader do you want to be?

Do you ever have “imposter’s syndrome” when called a leader?

What traits of leadership do you value in others?

Who is Charlotte A. Cavatica?
Transformational leaders inspire individuals to achieve extraordinary outcomes and, in the process, advance their own leadership capacity and skills.

Transformational leaders foster confidence in individuals to produce creative outcomes and achieve a competitive edge in an ever-evolving healthcare environment.
Transformational Leadership (TL)

- ANA’s *Scope and Standards of Nursing Practice* lists these characteristics of transformational leaders:
  - Open Communication
  - Inspiration
  - Enthusiasm
  - Supporting Positive Change
  - Empowering Others through Shared Decision-Making
Transformational Leadership (cont.)

• ANCC Magnet Recognition Program® identifies TL as a core component to support practices and behaviors that improve nursing and organizational outcomes such as:
  - Job Satisfaction
  - Organizational Commitment
  - Productivity
  - Turnover
Exemplary Leadership

- Closely aligns with TL
- Theoretical framework and assessment tool developed by Kouzes and Posner in 2013

- Includes 5 Leadership Practices:
  1) Modeling the way
  2) Encouraging the heart
  3) Inspiring a shared vision
  4) Enabling others to act
  5) Challenging the process
Actionable Items

• Intentionally cultivate your leadership style
• Inspire your co-workers through your attitudes and actions
• Empower, Encourage, Engage each other!!
#1 ~ Model the Way

- Set the example for others to follow
- Demonstrate open communication and enthusiasm
- Be open, visible, and timely
- Act in a transparent manner, in both positive and challenging situations
#2 ~ Encourage the Heart

- Enable input in decision-making from all involved parties
- Acknowledge contributions
- Celebrate accomplishments
- Establish personal connections
- Focus on inclusion and the notion of “personal touch” through emotional connections ~ we do this well as nurses
#3 ~ Inspired a Shared Vision

- Envision it yourself and then describe it to others in a way that elicits excitement.
- Show your passion for making a difference to align your group in purpose and action.
- Lead with positivity and see opportunities in the challenges.
#4 ~ Enable Others to Act

- Enlist others to participate in the opportunities and engage them through activities that empower them.
- Focus on shared decision-making with attention given to professional obligations, accountability, collaboration, and respect.
#5 ~ Challenge the Process

- Take risks and experiment with new ideas when you are not satisfied with the status quo
- Learn from the mistakes you make and turn these mistakes into new opportunities that support positive change
- Use data to make decision and lead strategically
Charlotte A. Cavatica

- A story of threads that connect
- A quite inconspicuous spider living in the corner of a barn saved the life of her friend Wilbur
- She was mighty, influential, and a change agent who achieved her desired outcome
- Charlotte was a Transformative and Exemplary Leader
Charlotte’s Characteristics

• Visionary
• Team Builder
• Encouraged the Heart
• Communicated and Advocated Effectively
• Recognized her own Limitations and Strengths
• Challenged the Process and Norm
Charlotte’s Actions

• Changed Wilbur’s negative view of insects through her positive actions
• Encouraged and educated Wilbur as he tried new actions like spinning a web and flipping in the air
• Remained actively engaged in events in the barnyard
• Developed a vision to save Wilbur and shared this vision with the other animals
More of Her Work

• Empowered the barnyard animals to support Wilbur in a spirit of cohesiveness and with assigned tasks
• Handled challenges such as not being able to leave the fair and get her egg sac to the farm
• Developed the strengths of Wilbur and his barnyard friends
Why did you do all this for me? he asked. I don’t deserve it. I’ve never done anything for you.

You have been my friend, replied Charlotte. That in itself is a tremendous thing.

- Wilber and Charlotte
By helping you, perhaps I was trying to lift up my life a trifle. Heaven knows anyone’s life can stand a little of that.

- Charlotte
Meetings bore me.

- Templeton
Challenges in Nephrology Nursing

- Nephrology nursing shortage
- Highly skilled practice caring for patients with complex needs
- Lack of understanding of the role of nephrology nurses
- Poor specialty area exposure to new to practice RNs and APRNs
- Opinions about nephrology nursing practice and scope from non-nurses
- Need for nephrology nursing research and evidence-based practice projects for guidance
- Other?
Opportunities in Nephrology Nursing

- Autonomy in practice
- Caring for diverse populations
- Long term patient relationships
- Interprofessional practice
- Career paths and opportunities in a variety of settings
- Advocacy and health policy initiatives
- Leadership opportunities
- Other?
Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity

- 500-page report
- Published May 11, 2021
- Explores how nurses will work over the next decade to reduce health disparities and promote equity, while keeping costs low, utilizing technology, and maintaining patient and family-focused care
- Sponsored by the RWJ Foundation builds on the 2011 report
Future of Nursing’s Key Messages

1. Permanently remove nurse practice barriers
2. Value nurses’ contributions
3. Prepare nurses to tackle and understand health equity
4. Employers must fully support nurse well-being, so they can support the well-being of others
5. Create a shared agenda to address SDOH and achieve health equity
• Is our professional nursing association that serves nephrology nurses

• Recognizes we can solve common goals, address common needs, and accomplish common goals together better than we can alone

• Provides services, products, and networking to address challenges and take advantage of opportunities through learning, leading, and connecting
Mission Statement

The American Nephrology Nurses Association improves members’ lives through education, advocacy, networking, and science.
The House of ANNA
Strategic Plan
2022-2025

MISSION
The American Nephrology Nurses Association (ANNA) improves members’ lives through education, advocacy, networking, and science.

VISION
Influence kidney health through the expertise of nephrology nurses.

FOCUS AREAS
- Infrastructure
- Our People
- Brand

SUPPORTING TARGET AREAS
- Engagement
  - Governance
  - Online Experience
  - Products & Programs
- Member Experience
  - Chapters
  - Advocacy
  - Growth
- Clarity
  - Vision
  - Awareness
  - Communications

CORE VALUES
- Nephrology Nursing — Education — Professional Growth
- Diversity, Equity, & Inclusion — Research/EBP — Collaboration
- Leadership — Togetherness — Quality Care

LEARNING • LEADING • CONNECTING
American Nephrology Nurses Association
Join the Discussion
Ask or answer questions with your peers.
Our dynamic discussion groups provide the tools you need to communicate with leaders and partners in your field.
Get Started →

ANNA Connected ~ Online Social & Professional Networking Resource Exclusively for ANNA Members

Welcome
Build community and connect with your colleagues.
Enter a place for knowledge exchange, content curation, idea incubation and professional networking.
Explore →
ANNA Open Forum (for Members Only)
ANNA Connected – annanurse.org/connected

A discussion group designed to help you connect with your nephrology peers, communicate with close to 9,000 colleagues, and participate in the conversation for:

Camaraderie • Connecting • Sharing • Support
ANNA Publications

- **Nephrology Nursing Journal**
  - Every Other Month
  - Both Print & Electronic Edition
  - Peer-reviewed Journal
- **ANNA Update**
  - Newsletter (Odd Months)
  - Both in Print & Electronic
- **ANNA E-News**
  - Published Monthly
- Other Publications / Resources
Education Activities

- Two (2) Annual Conferences
  - Spring ~ National Symposium ~ Geared to all Members
  - Fall ~ Nephrology Nursing Practice, Management and Leadership Conference ~ Focus on Clinical Nursing & Management Issues

- Nephrology Nursing Journal
  - Complimentary Online Offerings
  - Option for NCPD (AKA contact hours)
ANNA’s Committees

- DEI
- Leadership
- Health Policy
- Nominations
- Awards & Scholarships

- ACST
- SPNs
- Conferences
- Research
SPNs provide online communities connecting you with other nurses that share your specialty

- Acute Care
- Administration
- Advanced Practice
- Chronic Kidney Disease
- Educator

- Hemodialysis
- Home Therapies
- Pediatrics
- Transplantation

A Focus for Everyone!
The educational modules are designed to support the learning needs of nurses who care for patients with CKD. 

- 9 educational modules offering 12.5 contact hours
- All content is free!
- Contact hours are free for Module 1.

The project is dedicated to the memory of the late Sally-Burrows-Hudson, MSN, RN, CNN
ANNA Research Modules and Money

www.annanurse.org/education

Module 1 ~ Getting Started with Research Development
Module 2 ~ Qualitative Research
Module 3 ~ Quantitative Research
Module 4 ~ Evidence-Based Practice (EBP) for the Nephrology Nurse
Module 5 ~ Proposal Development
Become Certified: The Mark of a Leader

Certified Nephrology Nurse – Nurse Practitioner

Certified Dialysis Nurse

Certified Nephrology Nurse

Nephrology Nursing Certification Commission
Nephrology Certifications
Education Through Your Career

• Certification exams are made available at ANNA National Meetings, through ANNA Chapters, and other various sites (as listed on the NNCC website).

• NNCC is the organization that develops and administers the testing. NNCC is NOT part of ANNA yet is a collaborator.
Scholarship Offer for RN & APRN Students to attend ANNA National Meetings

www.annanurse.org/students
Webinars that introduce the specialty of Nephrology Nursing

www.annanurse.org/students
ANNA Offers …

- Continuing Education
- Networking
- Funding for Research & EBP
- Scholarships to Advance Education
- A Voice in Policy-Making for Nephrology Nursing
- Leadership & Mentoring Opportunities
- Fun and so much more!
References


