



Connecting the Threads of Nephrology Nursing Leadership

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ANNA Executive Director

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 LEADERSHIP

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 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

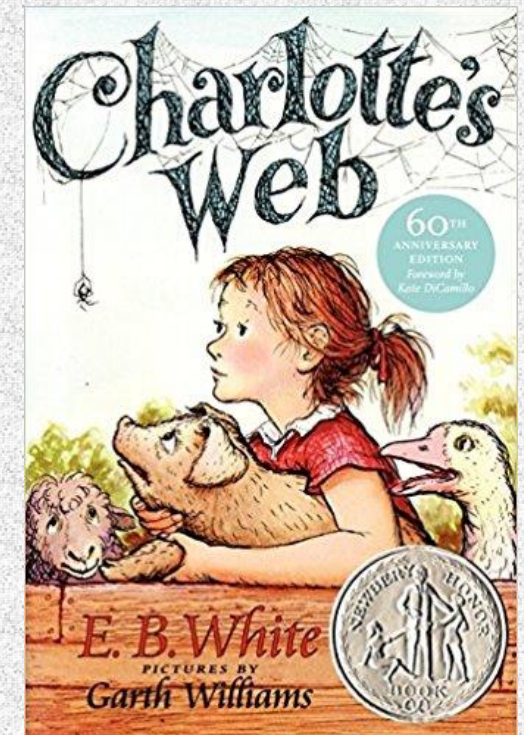
- Enlist others to participate in the opportunities and engage them through activities that empower them
- Focus on shared decision-making with attention given to professional obligations, accountability, collaboration, and respect

#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

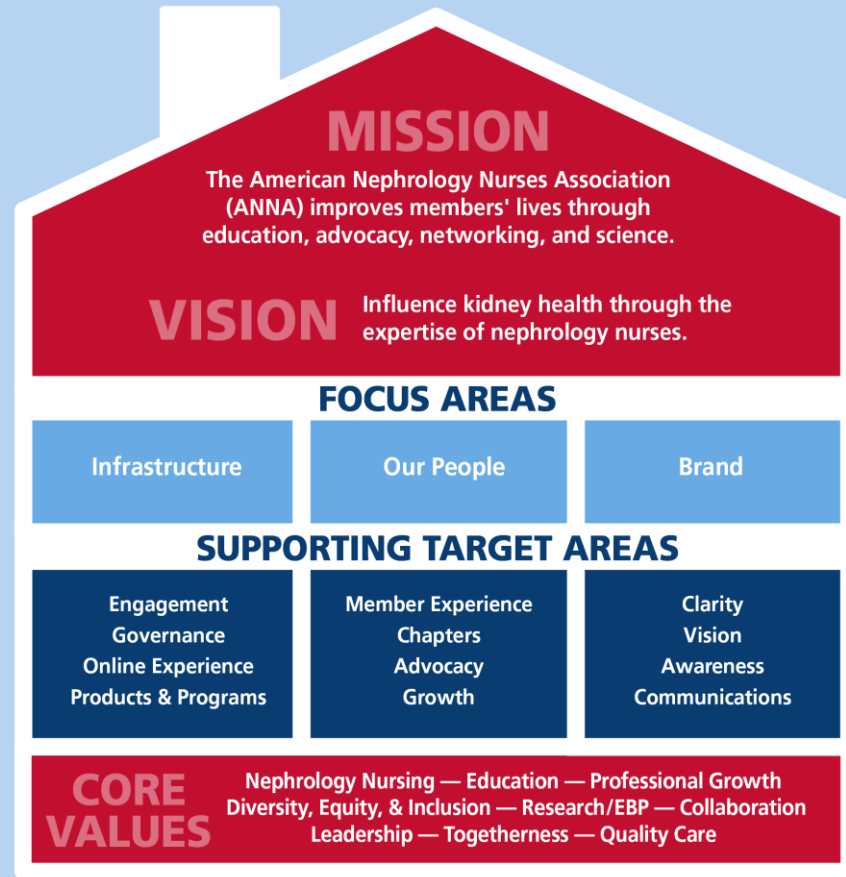


Mission Statement

*The American Nephrology Nurses Association
improves members' lives through
education, advocacy, networking, and science.*

The House of ANNA

Strategic Plan
2022-2025



The House of ANNA

Strategic Plan

2022-2025

LEARNING • LEADING • CONNECTING

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

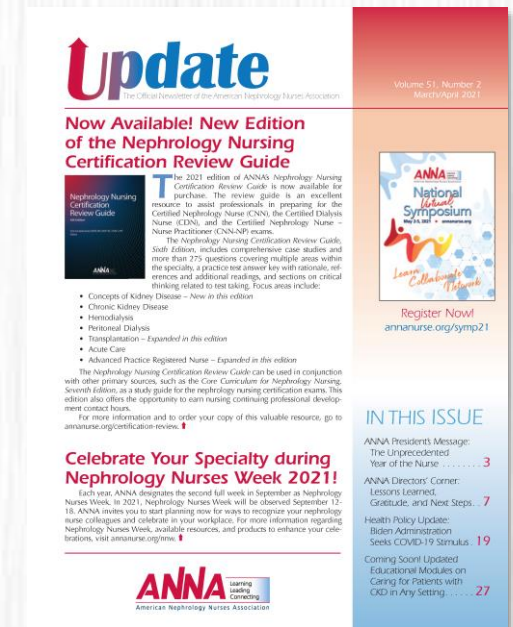
A discussion group designed to help you connect with your nephrology peers, communicate with close to 9,000 colleagues, and participate in the conversation for:



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



Specialty Practice Networks

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!

Chronic Kidney Disease (CKD) Modules

Nursing Care of the Patient with CKD In ANY Setting




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

Partnering
for Quality *Care*

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

www.annanurse.org/CKDmodules

An education grant for this project was provided by: 

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

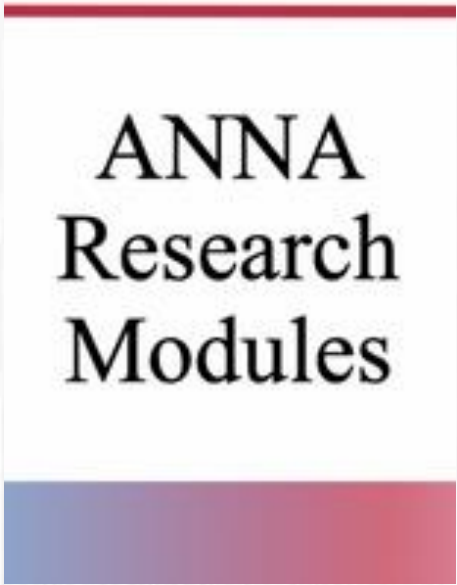
Module 2 ~ Qualitative Research

Module 3 ~ Quantitative Research

Module 4 ~ Evidence-Based Practice (EBP) for the
Nephrology Nurse

Module 5 ~ Proposal Development

ANNA
Research
Modules



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.

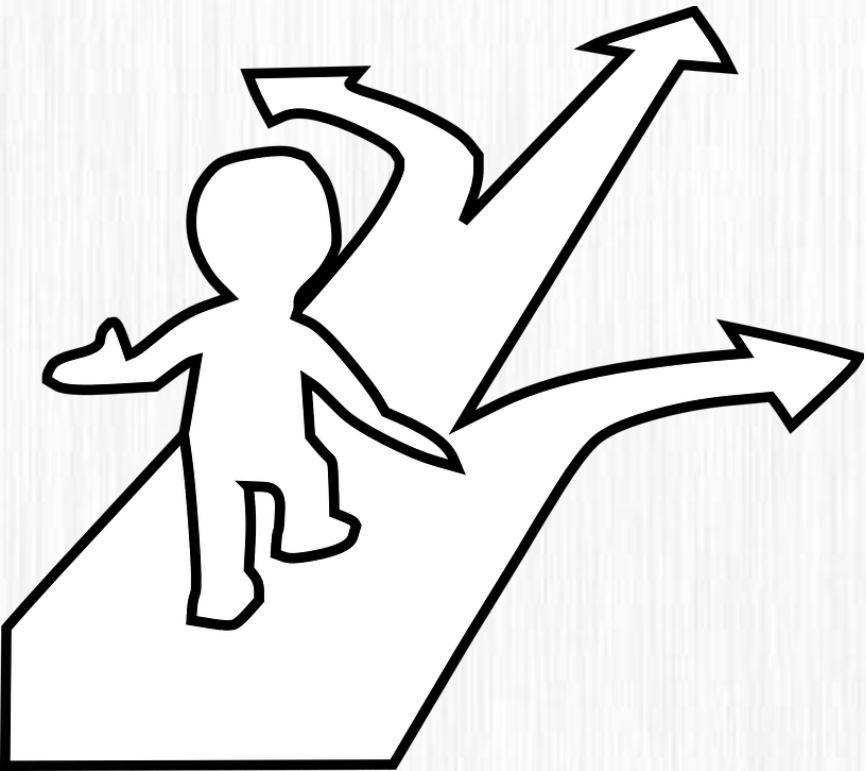




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nursing

www.annanurse.org/students

Scholarship Offer
for RN & APRN Students to attend
ANNA National Meetings
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Explore
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Winn!

Way Into Nephrology Nursing



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

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