

# IOWA ORGANIZATION OF NURSE LEADERS

## STRATEGIC PLAN



2009-2012

## **Mission**

To represent and support nurse leaders in the state of Iowa as catalysts for innovation.

## **Vision**

Shaping the future of healthcare in Iowa through innovative nursing leadership.

## **Values**


- Excellence in Healthcare
- Stewardship of Resources
- Principled Decision-Making and Actions
- Inclusive and Collaborative Relationships
- Visionary Leadership

# Strategic Goals

## I. Design of Future Patient Care Delivery Systems

Nurse leaders are active and recognized leaders in the design, implementation and evaluation of future patient care delivery systems that effectively leverage human, financial and technological resources to produce high-quality, safe, and patient-centered healthcare.

### **Action Steps:**

- 1) Promote the American Organization of Nurse Executives (AONE) Guiding Principles for Future Patient Care Delivery Systems to design, implement and evaluate innovative patient care delivery systems within Iowa healthcare organizations.
  
  - 2) Encourage the implementation of emerging evidenced based best practice innovations for incorporation into nursing practice by promoting presentations and poster sessions at Iowa Organization of Nurse Leaders (IONL) educational offerings
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## II. Healthful Practice Environments

IONL and its members are leaders in creating positive and healthful practice environments.

### **Action Steps:**

- 1) Share the AONE Guiding Principles and elements of a healthful practice work environment with nurse leaders. Start designing, implementing and evaluating positive and healthful practice environments within Iowa healthcare organizations.
- 2) Identify and prioritize other issues/patterns regarding healthful practice environments and develop IONL policy as appropriate.
- 3) Establish principles of safe nursing care.

### III. Workforce Supply/Competency

IONL will act as a convener for organizations, health care leaders, other associations, and educational partners to address models that will enhance the competency and supply of nurses.


#### **Action Steps:**

- 1) Collaborate with other nursing constituencies from across the state to create and implement a new, integrated vision for nursing education and care delivery.
- 2) Support AONE's position that the educational preparation of the nurse of the future should be at the baccalaureate level. Partner with academia to develop and promote models for increasing enrollment in baccalaureate and higher degree programs in nursing.
- 3) Promote understanding and education, and collaborate with nurse leaders to design models that blend the generations within the workplace.
- 4) Conduct nursing workforce survey to monitor and identify nursing practice trends across Iowa hospital settings. Establish position statements based on those trends.

## IV. Leadership

IONL is the leader in strengthening nursing leadership across the continuum of care in all health care settings.


### **Action Steps:**

- 1) Lift the voice of nursing leadership within the state of Iowa through advocacy, professional practice activities, and public policy development.
    - Develop IONL policy on patient issues in collaboration with IHA and other nursing organizations as appropriate.
    - Ensure nurse leader representation on key local and state task forces/committees and on the Iowa Hospital Association (IHA) Board.
    - Promote Iowa nurse leaders as candidates for key roles at the regional and national level.
    - Identify key legislative issues and prepare responses in conjunction with relevant professional organizations.
  
  - 2) Ensure the future vitality of nursing leadership by developing a program that identifies and mentors aspiring nurse leaders.
  
  - 3) Encourages nominations/recognition for excellence in nursing leadership through IONL outstanding nurse executive and nurse leader awards.
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## V. Creating an Engaged Membership

IONL continuously creates value in membership and engagement in the organization.

### **Action Steps:**

- 1) Develop an interactive IONL website.
  - 2) Provide two annual programs to meet the educational needs of Iowa's nurse leaders.
  - 3) Influence agenda items for district meetings, which encompass issues relevant to nurse leaders.
  - 4) Develop a plan to grow IONL membership.
    - Identify value of IONL membership
    - Recruit eligible nurse leaders
    - Develop IONL retention/recruitment plan
    - Recruit all eligible nurse leaders for membership within 60 days of appointment.
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## VI. Positioning Nurse Leaders as Valued Healthcare Executives and Managers

Nurse leaders are critical to the effective and efficient delivery of safe patient care within healthcare organizations across the continuum of care.

### **Action Steps:**

1. Promote the evidence-based practice of nursing management and the importance of sound research in the development of future patient care delivery systems and practice environments.
2. Maintain American Organization of Nurse Executives (AONE) affiliation agreement.
3. Take an active role in achieving public trust in Iowa hospitals by nurse leaders promoting the delivery of quality nursing and health services to all Iowans.
4. Promote certification of nursing leaders in the state of Iowa.