



Nurses on Boards  
Coalition

10K Nurses by 2020

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**Board Chair, Nurses On Boards Coalition**



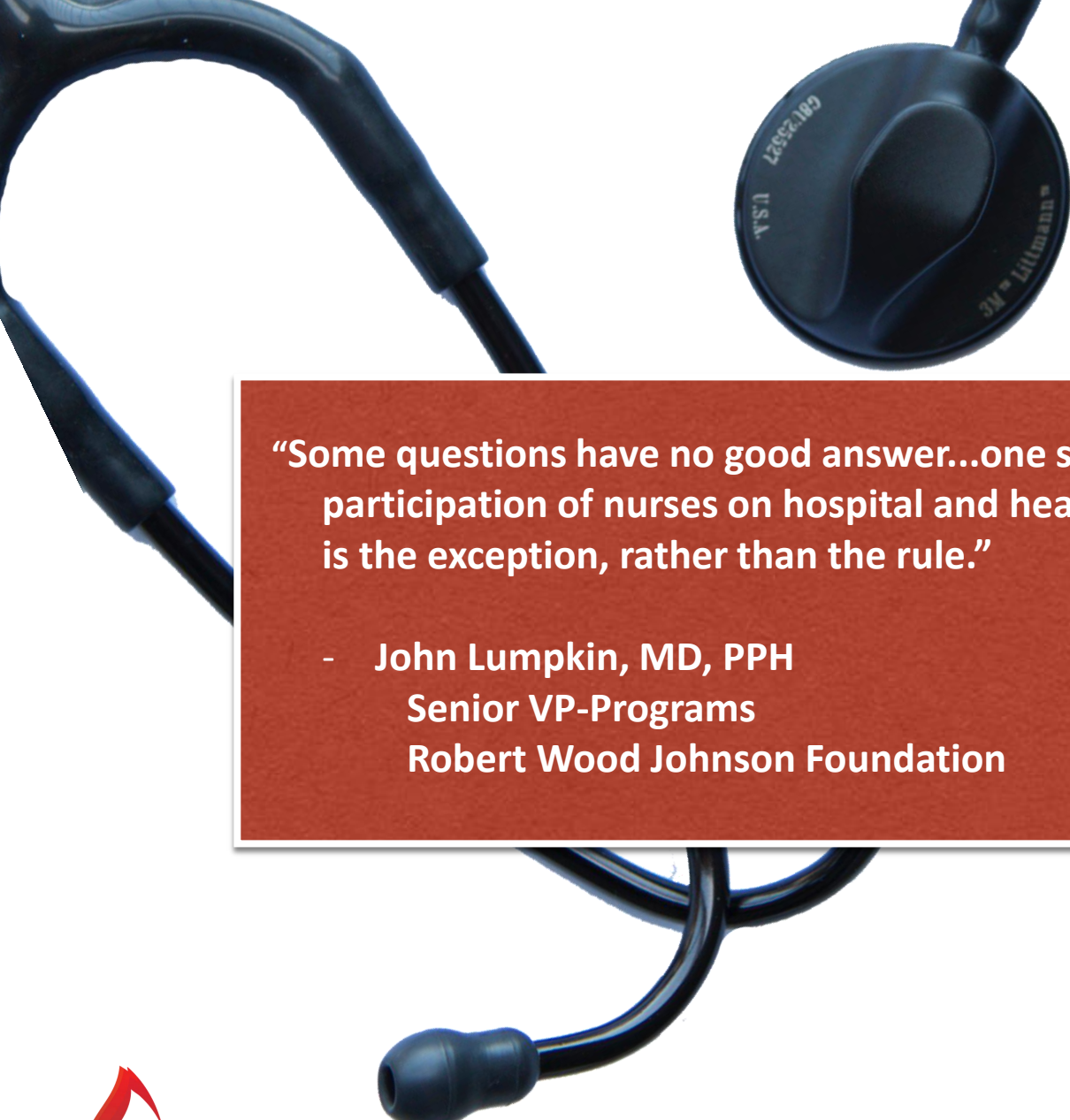


# School Nurses: Why Should We “Get on Board”

Indiana Association of School Nurses  
Conference

November 6-7, 2018

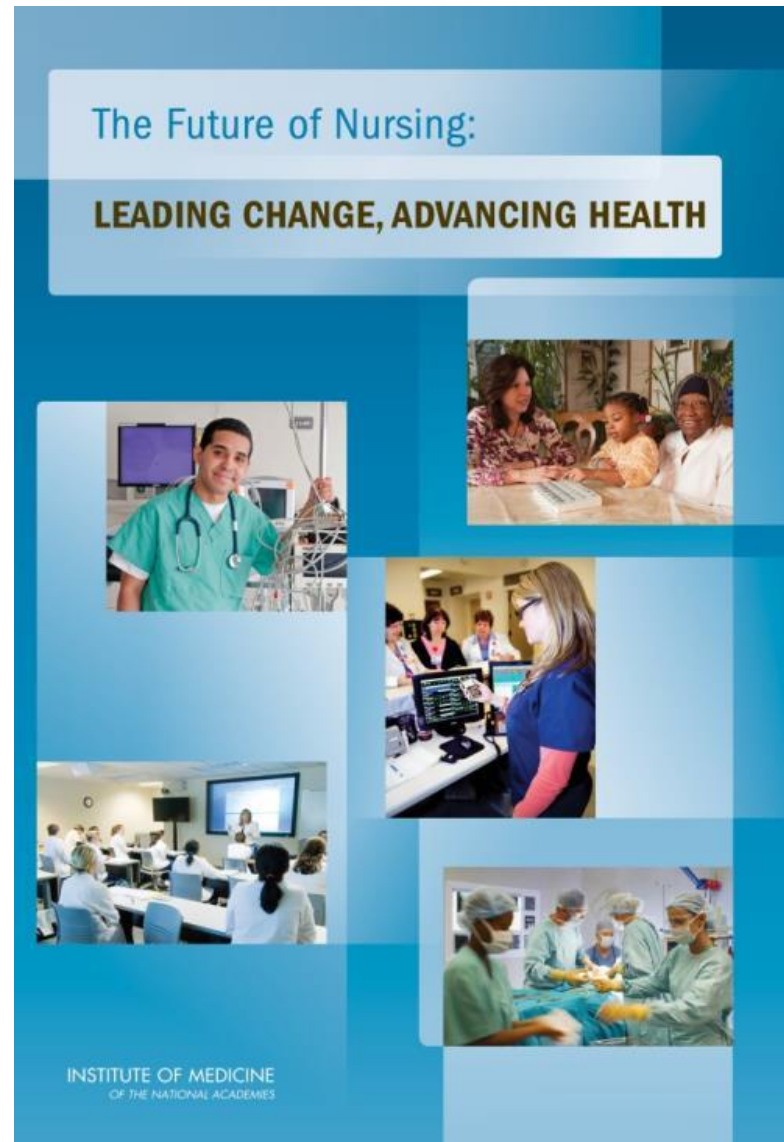
Indianapolis, IN



**“Some questions have no good answer...one such question is why the participation of nurses on hospital and health agency governing boards is the exception, rather than the rule.”**

- **John Lumpkin, MD, PPH**  
**Senior VP-Programs**  
**Robert Wood Johnson Foundation**

# The Future of Nursing: Leading Change, Advancing Health



# The Future of Nursing: Leading Change, Advancing Health

## “IOM Recommendation #7

Prepare and enable nurses to lead change to advance health.

“Nurses, nursing education programs, and nursing associations should prepare the nursing workforce to assume leadership positions across all levels, while public, private, and governmental health care decision makers should ensure that leadership positions are available to and filled by nurses.”

# Making a Difference

“The IOM Report imagines a world where all nurses could become lifelong learners, practice to the full extent of their education and training and serve as full partners in providing care and promoting health on the front lines as well as in the boardroom. ”

–Susan B. Hassmiller, *Robert Wood Johnson Foundation*

# So.....Why Nurses?

All boards benefit from the unique perspective of nurses to achieve the goals of improved health and efficient and effective health care systems at the local, state and national level.





# Nurses Bring a Special Set of Skills

- Leadership
- Quality and process improvement
- Communications
- Human resources
- Strategic planning
- Finance
- Teamwork...and many others





# Required Board Competencies

- Mission Driven
- Financial Knowledge
- Communication
  - Emotional Intelligence, Relationship Building, Social Etiquette
- Cultural Awareness/Competence
  - Diversity and Inclusion, Organizational Culture
- Leadership
  - Strategic/Global Thinker, Visionary

# A Call to Action

## April 2014

Organizations were invited by the *Future of Nursing: Campaign for Action* to attend a meeting in DC in April of 2014 where the concept was discussed



## October 2014

The Steering Committee met to outline a draft strategy



## July 2014

In July 2014 the group met for the second time to begin working out what a Coalition such as this might "look like." At this meeting, a Steering Committee of the larger group was formed.



## November 2014

November of 2014 the Steering Committee reported back, a vote was taken and the Nurses on Boards Coalition was formed!

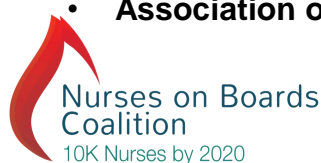


# Result !!!



# Nurses on Boards Founding Coalition Member Organizations

- **AARP**
- **American Academy of Nursing**
- **American Assembly for Men in Nursing**
- **American Association of Colleges of Nursing**
- **American Association of Nurse Anesthetists**
- **American Association of Nurse Practitioners**
- **American Nurses Association**
- **American Nurses Foundation**
- **American Organization of Nurse Executives**
- **Asian American/Pacific Islander Nurses Association**
- **Association of Public Health Nurses**
- **Center to Champion Nursing in America**
- **National Forum of State Nursing Workforce Centers**
- **Jonas Center for Nursing and Veterans Healthcare**
- **National Alaska Native American Indian Nurses Association, Inc.**
- **National Association of Hispanic Nurses**
- **National Black Nurses Association**
- **National League for Nursing**
- **National Organization for Associate Degree Nursing**
- **National Student Nurses Association**
- **Robert Wood Johnson Foundation**
- **Sigma Theta Tau International**



# NOBC Mission

The mission of the NOBC is to improve the health of communities and the nation through the service of nurses on boards and other governing bodies

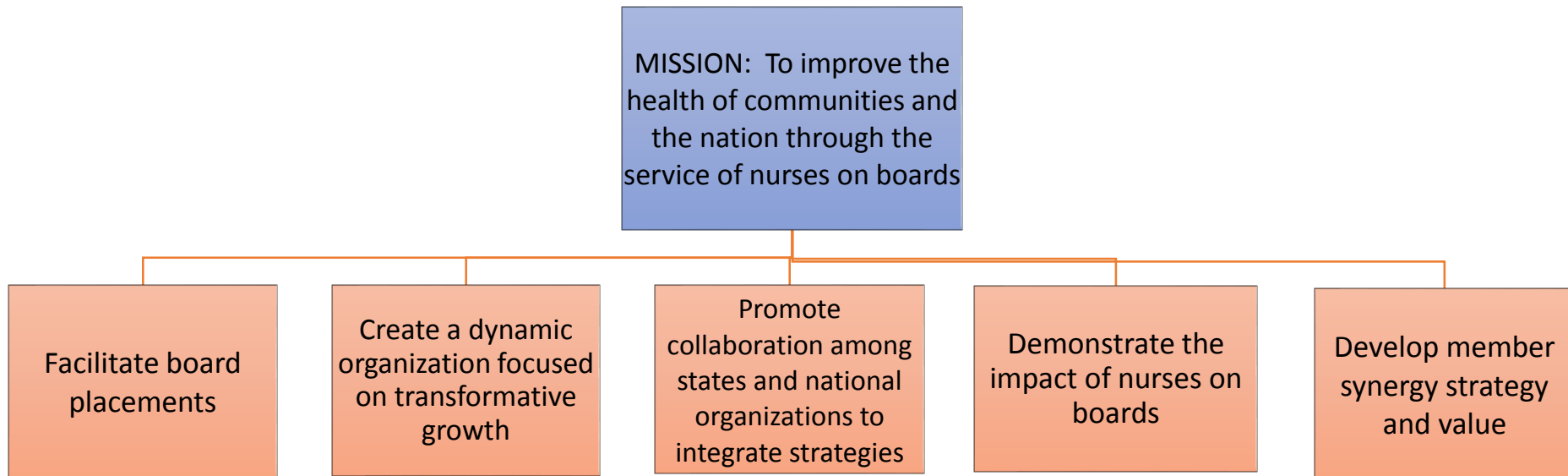


## Key Strategy

10,000 nurses on boards by  
2020

NOBC focuses on the impact of  
nurses on boards

# NOBC Strategic Imperatives 2017 - 2019





# Where We Are Today

- 10,945 Nurses have registered in the NOBC database to date
- 5,337 Nurses currently serve on boards that count towards the 10,000
- 6,565 Nurses want to serve on a board but do not yet do so
- 2,182 Nurses who are currently serving on a board would like to serve on an additional board

# NOBC Website

To improve the health of  
communities and the nation

through the service of nurses on boards and other bodies



FIND RESOURCES



FIND A NURSE

# NOBC Website

## Welcome to the Nurses on Boards Coalition website

Our goal is to improve the health of communities and the nation through the service of nurses on boards and other bodies. All boards benefit from the unique perspective of nurses to achieve the goals of improved health and efficient and effective health care systems at the local, state and national levels.

On this website you will find many resources that are designed to assist nurses in building leadership skills. We also invite organizations to engage with nurses through our site and invite them to become a part of their board.

We hope that you will take advantage of these resources and help us in our journey to improve the health of those across the nation!  
Thank you!

## 10,000 Nurses on Boards by 2020



### ● 169 in the last 90 Days

For purposes of measuring our progress in order to have an even greater and far reaching impact, board and governance roles where nurses already have a significant presence within the nursing profession are not counted toward the goal. NOBC is measuring progress and impact beyond our profession and extending into communities across our nation to improve health.

### ● 4,666 counted to date



Do you serve on a board?

YES! Be Counted

NO, But I Want to Serve

# NOBC Website Resources

- NOBC Overview Documents
- Educational Offerings
- Board Readiness Tools
- Mock Board Meeting Video
- Links to Member and Partner Organizations
- Nurse Stories of Board Service
- And so much more . . .

## Board Competencies



Nurses on Boards  
Coalition  
10K Nurses by 2020

# Board Core Competencies

*Prepared By: Nurses on Boards Coalition Board Preparation Work Group*

## Mission driven

**Definition:** The ability to be committed to advancing the organization's mission; and integrating the mission as a framework for decisions about the organization's direction.

**Attributes:** advocacy, caring

## Financial knowledge:

**Definition:** The ability to review and interpret the financial condition of an organization by review of 4 financial statements: (1) Statement of Financial Position [Balance Sheet]; (2) Operating Statement [Income Statement]; (3) Statement of Changes in Assets [Statement of Changes in Equity]; (4) Statement of Changes in Cash Flow. In addition, knowledge of audits and tax requirements is integral.

### Reference/Resource:

Finkler, S. A., Jones, C.B., & Kovner, C.T. ( 2013). Financial management for nurse administrators and executives. (4th Ed.), St. Louis, MO: Saunders. (p. 97).

AME Learning. (2015). Finance for board service. [www.amelearning.com/nursesonboards](http://www.amelearning.com/nursesonboards)

## Communication:

**Definition:** Each board member must be able to communicate effectively, professionally, calmly, confidently and collegially, both internally and externally. Facts need to be sound, opinions scarce. Demonstrating effective listening and comfort with both inquiry and challenge are key to effective communication.

### Reference/Resource:

Board of Directors' Competency Matrix. Retrieved September 8, 2015 from <https://www.oha.com/AboutUs/CaseforChange/Documents/Competency%20Matrix.pdf>

**Attributes:** emotional intelligence, relationship building, social etiquette

**Social Etiquette** encompasses various aspects of leadership including preparation, courtesy, professional appearance, respectfulness, and the ability to engage in meaningful dialogue utilizing proper grammar, conversation skills and conflict resolution techniques. Social etiquette is essential in order to serve as an effective and engaging leader and board member.

### Reference/Resource:

Pagana, K. D. (2013). The nurse's etiquette advantage. (2nd edition). Indianapolis, IN: Sigma Theta Tau International Honor Society of Nursing.

# BOARD READINESS MODEL

## FROM NOVICE TO EXPERT

COMPLEXITY  
LEVELS OF  
BOARDS/APPOINTMENTS

COMPETENCIES  
BY LEVEL

ARENAS OF  
PERFORMANCE

Path to Board Readiness

EXPERT

Corporate Governance  
Boards at the Professional  
Association or Healthcare  
System Level and Political  
/Regulatory or Policy  
Appointments

Civic and Professional  
Leadership

- High Level Influencer
- Innovative Thinker
- Political Prowess
- Legal/Regulatory and Policy Knowledge and Skill
- Leadership in Governance/Management
- Generative Communication Skills
- Community, Regional and/or National Orientation
- Governance Knowledge and Skill
- Knowledge of How Influence is Accessed and Applied
- Knowledge and Skill in Advocacy

Organizational Governance  
Boards

Organizational  
Management and  
Leadership

- Complexity Management
- Complexity Theory Knowledge
- Strategic Orientation Planning
- Human Resource Knowledge and Skill
- Talent Development
- Change Management/Leadership
- Customer/Client Satisfaction
- Knowledge and Skill in Process/Performance Improvement, Quality and Safety, and Appropriate Application in Organizational Processes and Metrics
- Fiscal Acumen
- Organizational Awareness
- Team Leadership
- Building Effective Relationships
- Knowledge of Marketing, Mergers, and Acquisitions
- Knowledge and Effective Application of Self Knowledge and Personal Style Preferences
- Skill and Effective Application of Self-Assessment and Self-Regulation
- Knowledge of Regulatory Compliance and Relevance to Organizational Types
- Knowledge of Customer Satisfaction Principles
- Advanced Skill and Ability in Conflict Management
- Advanced Meeting Management and Team Leadership Principles

Advisory and  
Community Boards

Self-Leadership

- Achievement Orientation
- Lifelong Learning/Information Seeking
- Emotional Intelligence
- Knowledge and Skill in Relationship Building
- Effective Communication
- Conflict Management Knowledge and Skill
- Personal/Professional Accountability
- Demonstrated Ability in Giving and Receiving Feedback
- Basic Knowledge of Principles of Governance and Management
- Personal Style Preference "Testing"
- Understanding of Reflective Practices
- Understanding of Mindfulness Practices
- Understanding of Theory of Systems Thinking and Mental Models
- Basic Understanding of Political Context and Landscape

NOVICE



# Which Board is Right for Me?

☐

*Profit*

☐

*Nonprofit*



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# Questions to Ask Yourself

- Am I committed to the mission of the organization?
- Can I contribute the time necessary to be an effective board member?
- Am I comfortable with the approach and tone of the organization's fundraising efforts?
- Can I contribute financial support consistent with expectations?
- Can I place the organization's purposes and interests above my own professional interests when making decisions as a board member?

# Preparing Your Bio



# Your Board Bio

- Keep it short (1 page in length)
- Include:
  - Focus on your experience
    - Customize to organizational needs/focus
    - Don't make it more complicated than needed
    - Don't assume people will understand acronyms
  - Brief overview of clinical expertise, if pertinent
  - Brief overview of education
  - Any board experience you've had (nonprofit, professional societies less important)

# What YOU Can Do Right Now!

- Step up and be counted and/or indicate your interest in future board service at [www.nursesonboardscoalition.org](http://www.nursesonboardscoalition.org)
- Encourage your colleagues to register on the NOBC website
- Share your story  
<https://www.nursesonboardscoalition.org/resources/for-nurses/share-your-story/>
- Contact a local non-profit or other organization and ask them to consider a nurse for their board
- Engage in your state's efforts toward increasing the number of nurses serving on a board and support each other

# How Can We Help You?

**Please let us know how we can help you on your leadership journey in the boardroom and beyond!**

# Questions?





# With THANKS and APPRECIATION!

Thank you for your  
personal and  
collective  
commitment to all  
you serve.

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