



October 2018

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Special points of interest:

- AONE Annual Conference Summary
- ArONE Summer Conference Review
- ACN's 40 Nurse Leaders Under 40 Announced
- 2018-19 Board of Directors Introduced



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Letter from the President

Wow! – This was an awesome conference for me to attend in Indianapolis, Indiana from April 12-15, 2018. Thank you so much for supporting me to attend. There were so many great sessions so I will try to summarize a few that I attended:

Thursday – April 12 : AONE Affiliate Leaders Meeting

This session provide an update from the various AONE regions and what the hot topics were in each region. Many of the state affiliates are actually considering changing the name of their state organization to be broader and inclusive of all nurse leaders rather than only nurse executives. This is mostly being considered in the northeast and western states. Hot topics included, nurse/staffing shortages, transitioning millennials into the work force, talent development and succession planning, support for more APRN and nursing faculty. The afternoon sessions included how to properly draft letters to your senators and representatives on nursing policy issues. Also included were some tips on a day at the capital and how to be concise when you have the senator/representative attention in person.

Friday – April 13: Opening Keynote- Chip Heath: The Power of Moments

This was my favorite session as this was from a non – nurse perspective on healthcare and how Moments really Matter –no matter how small. There were also tips on how to balance stress in your work and personal life. He presented in an engaging and captivating way to keep the audience attention. It was also a pleasant surprise that our AONE President Bob Dent DNP, RN, FAAN arrived to the meeting location with a helmet and racecar suit that made for a fun start to a great conference.

AONE Regional Hot Topics

This session was held for the regions and I attend the one for region 7 which includes Arkansas, Louisiana, and Texas. Cole Edmonson, DNP, RN, FACHE, NEA- BC, FAAN – Chief Nursing officer Texas Health Presbyterian Hospital Dallas, region 7 President, facilitated this session. Hot topics that were important to this region included discussion of the following: nursing shortage, workplace violence, changing models of care, behavioral health emergencies, building resiliency regarding lateral violence/ bullying, and affiliation/alignment with other healthcare providers.

Breakout sessions:

A couple of the breakout sessions that I attended were very helpful regarding Starting your New Nurse Manager off Right and Investing in Human Capital to Improve Retention. This information provided was a nice summary of what some of us are already doing – nurse residency programs and providing support for the new nurse managers regarding financial and quality measures. The main take away was how a large health care system engaged nurse manages to select and implement the AONE Nurse Manager Institute in order to standardize onboarding and development for nurse managers. The new nurse manager was expected to attend and successfully complete the requirements in the first 6 months to a year of employment in that position. Investing in Human Capital to Improve retention described how historical staffing data, quality improvement tools, predictive analytics, and engagement of the current workforce in recruitment and hiring redesign were used to develop a Prospective Staffing Model to improve retention and to strengthen the health, well – being and resiliency of the workforce.

Next year **Save the Date of April 10-13, 2019 for the AONE in San Diego** – I sure hope some of you are able to plan to attend these very informative sessions in this conference.

Wishing success to all,

Louise Hickman, RN, BSN, MHA, CLNC
 President, ArONE
 CNO-Vice President, Patient Care Services
 Jefferson Regional Medical Center



Thanks to the following hospitals who prepared poster presentations:

**Baxter Regional
Medical Center
Mountain Home, AR**

**Conway Regional
Medical Center
Conway, AR**

**Howard Memorial
Hospital
Nashville, AR**

Congratulations to
the poster
presentation winner:
Conway Regional !!

Thank you to all who
donated and
participated in the
silent auction to help
benefit the Arkansas
Center for Nursing's
40 Nurse Leaders
Under 40 Program!

The mission of the
Arkansas Center for
Nursing, Inc. (ACN) is
"to promote a culture
of health for the
citizens of Arkansas
by advancing nursing
education, practice,
leadership, and
workforce
development".

ARONE SUMMER CONFERENCE UPDATE: Alesha Collins

ArONE Summer Conference was held at the Crowne Plaza in Little Rock on June 22, 2018. National speaker Diane Sieg was the guest speaker. She taught an audience of over 70 nurse leaders in Arkansas how to stay strong at a time in healthcare where everything is changing and there are challenges thrown at you in every direction. Diane sent a text message to each participant's smartphone a Resilience Challenge for 7 days after the conference to help each nurse leader remain engaged and remember the techniques presented at the conference. Tell us, how do you stay engaged and avoid burnout?

Listed below are the Top 10 Resilience Skills she left the entire group with.

Top 10 Resilience Skills at Work
Diane Sieg, RN, CYT, CSP

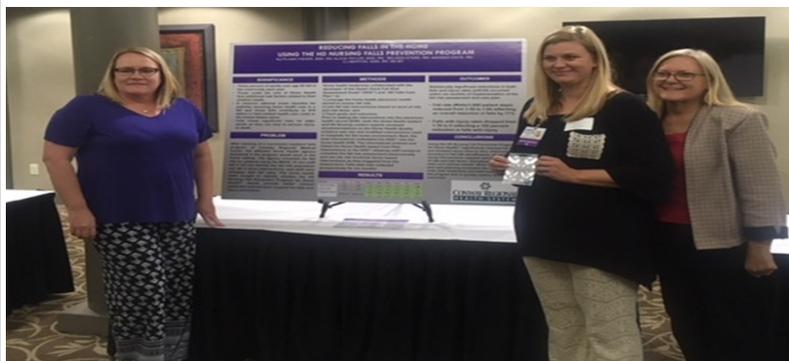
1. Take a breath and **Smile** before you answer the phone, an email, or a redundant question. 
2. Practice **Just Like Me** and remember we have all been lost, late and lonely. 
3. Say **Thank you**, with every request you receive and make.
4. Practice **Leadership Presence** and listen with your eyes, ears, and heart.
5. **Eat lunch**, take your breaks, and your vacation.
6. Have a difficult conversation **Live**, instead of a text or email. 
7. Remember 3 small things that went **Right** today.
8. **Let go** of the rest that didn't.
9. Go to bed one hour **Earlier**.
10. **Say no** or at least postpone your yes to one more commitment.

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The silent auction collected \$314.50 and the proceeds were donated to the Arkansas Center for Nursing, specifically to assist with the 40 nurse leaders under 40.

We had 3 hospitals present poster presentations: Howard Memorial Hospital, Nashville, AR, Conway Regional Hospital in Conway, AR, and Baxter Regional in Mountain home, AR. The winner of the poster presentation was Conway Regional Hospital.

Overall the conference was a success and ArONE looks forward to bringing more conferences that provide insight, changes how you currently perform your job, but more than anything enhances your professionalism.



Poster Winners :Left to right: Alicia Taylor, BSN, RN, Home Care Director of Nursing; Amanda Davis, RN, Home Care Case Manager; Ruth Ann Fisher, BSN, RN, Director of Home Care—all representing Conway Regional Medical Center

ARKANSAS CENTER FOR NURSING UPDATE: Sindee Morse

ACN Mission: The mission of the Arkansas Center for Nursing, Inc. is to promote a culture of health for the citizens of Arkansas by advancing nursing education, practice, leadership and workforce development.

Purpose of Award: 40 Nurse Leaders Under 40 in the state are recognized due to their exemplar dedication to the nursing profession. Recipients go above and beyond to display a commitment to service excellence and leadership. They are acknowledged as community outreach servants. Recipients provide dedicated service to the population with a continued promise to grow in leadership and the advancement of our nursing profession in Arkansas.

The 40 honorees were selected utilizing criteria on how applicants excelled in four distinctive areas: Commitment to Excellence, Service/Outreach, Leadership Qualities, and their Contributions to the Advancement of the Nursing Profession. The Inaugural list of Honorees includes:

Lindsey Miller | Arkansas Children's Hospital
 Sydney Harrell | Arkansas Children's Hospital
 Sarah Loftin | Arkansas Surgical Hospital
 Jayme Lemon | Baptist Health
 Rebecca Graves | Baptist Health
 Toccara Gray | Baptist Health
 Anthony Reed | Baxter Regional Medical Center
 Rachel Farris | Baxter Regional Medical Center
 Jacklyn Schneider | Central AR Veterans Healthcare System
 Jourdan Quinn | Central AR Veterans Healthcare System
 Ebony Morgan | Central AR Veterans Healthcare System
 Dustin Rhodes | Central AR Veterans Healthcare System
 JoEtta Powell | Central AR Veterans Healthcare System
 Joshua Lingo | Central AR Veterans Healthcare System
 Melissa Bryant | Central AR Veterans Healthcare System
 Danielle Shelby | Central AR Veterans Healthcare System
 Latecia Hence | Central AR Veterans Healthcare System
 Jena Reekie | Conway Regional Health System
 Brooke Richard | Conway Regional Health System
 Gabriel Gartman | Conway Regional Health System
 Ashley Pierce | Conway Regional Health System
 Brandi Alred | Conway Regional Health System
 Katie Cox | Conway Regional Health System
 Stacy Hicks | CHI St. Vincent Health System
 Byron Robinson | CHI St. Vincent Health System
 Lauren Taylor | CHI St. Vincent Health System
 Taylor Loggins | Helena Regional Medical Center
 Stacy Dowdy | Howard Memorial Hospital
 Jessica Lock | Jefferson Regional Medical Center
 Lauren McCurry | University of Arkansas for Medical Sciences UAMS
 Devin Terry | University of Arkansas for Medical Sciences UAMS
 Sarah France | University of Arkansas for Medical Sciences UAMS
 Amanda Frost | University of Arkansas for Medical Sciences UAMS
 Nickolas Hopkins | University of Arkansas
 Jaelyn Johnson | University of Arkansas
 Jennifer Thornbrugh | Veterans Healthcare Systems of the Ozarks
 Rachel Everett | White River Health System

A special ceremony was held in Little Rock at the Pleasant Valley Country Club to acknowledge and honor these recipients. Sindee Morse MSN, RN Program Chair and Informatics Clinical Nurse at Conway Regional Health System stated, "This is my second year as program chair and what an honor it has been. Last year we challenged organizations to beat the 80 nominees and by far have exceeded that request. The selection team received over 140 nominations this year from across the state. Scoring again ran extremely tight due to the influx of applicants with such high contributions and leadership qualities. I personally would like to congratulate every applicant for their commitment to advancing our nursing profession."

On Behalf of Arkansas Organization of Nurse Executives and the Arkansas Center for Nursing, Congratulations to the 2018 40 Nurse Leaders Under 40 recipients across the State of Arkansas!

ArONE has four standing committees and special committees as needed to meet the requirements of the organization.

We are always looking for additional members on each committee; if you are interested in serving the organization on one of the following teams please contact any Board member and we would be glad to put in touch with the Committee lead.

Contact any Board member if you are interested in serving on a committee or would like additional information.

AONE Annual Conference to be held in San Diego April 10-13, 2019

WELCOME NEW ARONE BOARD MEMBER, STEPHANIE SCHMITTOU

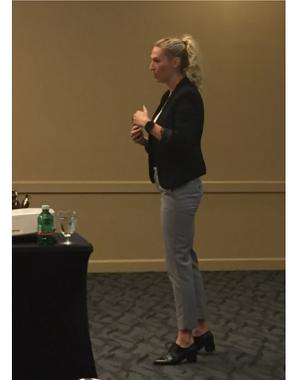
Stephanie Schmittou is a master prepared registered nurse with over 16 years of acute care experience. She currently serves as the Chief Nursing Officer at Magnolia Regional Medical Center. She is experienced, dependable, highly motivated and performance driven to improve patient care and outcomes. She enjoys being able to teach new staff and students. Please welcome her to the ArONE board of directors.

ARONE LUNCHEON REVIEW: Louise Hickman

On October 4th, ArONE held their annual lunch meeting in conjunction with the AHA annual meeting and trade show in Little Rock at the Marriott/Convention Center. The speaker was an energetic speaker from Canada, Sarah Ross. She delivered a powerful message to all in attendance. Berkeley Research Group, is a proud sponsor of the AHA Annual Meeting and I appreciate you allowing me to come today and introduce Sarah Ross.

Sarah, a Senior Advisor and former Vice President and Global Head of Innovation, Research and Training at the Institute for Health and Human Potential (IHHP) in Canada. She spent a decade studying and teaching the neuroscience of emotional intelligence.

Building on this work, Sarah established the research collaboration hub, BrainAmped, dedicated to decoding the science of leadership and vitality to create happier, healthier and more human-focused workplaces that push the needle of the organization positively toward innovation and culture.



2018 AONE ANNUAL CONFERENCE OVERVIEW: Barb Dyson

AONE is the American Organization of Nurse Executives (AONE). It is composed of nurses who design, facilitate and manage care. The national organization was started in 1967 and has provided leadership, professional development, advocacy and research to advance nursing practice and patient care, promote nursing leadership excellence and shape public policy for healthcare nationwide. (AONE, 2018) The conference was held in Indianapolis, Indiana this year. This event was an awesome opportunity to obtain some continuing education hours, gather some great information from vendors, learn about new and innovative processes to address our challenges, network with colleagues and peers from all over the country (and world), see practical application of best practice in today's healthcare environment, and last and certainly not least be inspired, encouraged and refreshed.

I was fortunate to be able to attend not only the conference, but some pre-conference sessions. There was over 65 poster presentations and over 55 breakout sessions to choose from which made it hard as I wanted to attend all. I was able to attend a pre-conference session on "Building Greater Resilience: Stress Smarter, Recover Better, and Be Your Best". It offered a lot of insight for my well-being and my practice. My Director role at Baxter Regional Medical Center guided my decisions and I chose to attend sessions related to the challenges we (and I bet many others) are facing. They included Building the BSN Workforce, Investing in Human Capital to Improve Retention, Creating Your Own Evidence-Based Practice and Establishing Fully Oriented Staff Pipeline for Vacated Positions. These sessions filled my head with ideas and many gave practical ways to come back and implement right away. The keynote and plenary session speakers were some of the best to be heard and provided insight into our practice. I know I am fortunate to work at a facility that allows me to travel and gain knowledge about improving my practice. If you have the opportunity to attend the next conference I would highly recommend as you will not be disappointed. The 2019 AONE annual conference will be held in San Diego on April 10-13, 2019.

Arkansas Organization of Nurse Executives

419 Natural Resources Drive
Little Rock, AR 72205
T: (501) 224-7878



The Arkansas Organization of Nurses Executives (ArONE) was established before becoming affiliated with the Arkansas Hospital Association in 1987. Its goal was to provide members with networking and educational opportunities designed to increase the advancement of nursing leadership in Arkansas. The goal remains the same today. ArONE promotes excellence in nursing leadership by providing opportunities for networking, educational activities and exposure to topics that are relevant to nurse leaders in today's workplace.

Members have an opportunity to participate in activities offered by ArONE two times yearly at the Summer and Fall conferences held across the state. The conferences cover a wide range of topics selected by the members. Utilizing dynamic speakers currently working in the healthcare environment, the topics are timely and offer the nurse leader practical applications to the current marketplace.

<http://www.arkansasone.org/>

2018-2019 ArONE BOARD of DIRECTORS



Louise Hickman, RN, BSN MHA, CLNC
President
Vice President, Patient Care Services
Jefferson Regional Medical Center
1600 W 40th Ave
Pine Bluff, AR 71603-6301



Sinee Morse, MSN, RN
Director | Membership and AR Center for Nursing Liason
Clinical Informatics Specialist
Conway Regional Health System
2302 College Ave
Conway, AR 72034-6297



Alesha Collins, MSN, MHA, BSN
President-Elect | Professional Development/Programs Chairperson
CNO
Howard Memorial Hospital
130 Medical Cir
Nashville, AR 71852-8606



Tiffany Holland, MBA, BSN, RN, CNML
Director | Communication/Website/Newsletter Chairperson
QI Coordinator | Compliance Officer
Ashley County Medical Center
1015 Unity Road
Crossett, AR 71635



Barbara Dyson, MSN, RN
Secretary
Director, Endoscopy Services
Baxter Regional Medical Center
624 Hospital Dr
Mountain Home, AR 72653-2955



Wendy Lincoln, MSN, BSN, RN, NEA-BC
Director | Nominations Chairperson
Assistant Vice President Patient Care
Baptist Health Medical Center-Little Rock
9601 Baptist Health Dr
Little Rock, AR 72205-6321



Pamela Brown, RN, BSN, CPQH, CPPS
AHA representative
CNE Nurse Planner
Vice President for Quality and Patient Safety
Arkansas Hospital Association
419 Natural Resources Dr
Little Rock, AR 72205-1576

Stephanie Schmittou, MSN, BSN, RN
Director
Chief Nursing Officer
Magnolia Regional Medical Center
101 Hospital Drive
Magnolia, AR 71753.