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Strengthening Nursing Leadership by Leveraging Magnet Standards and Baldrige Criteria: Lessons Learned

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This presentation will describe lessons learned by a nurse executive after receiving both the American Nurses Credentialing Center (ANCC) Magnet Recognition and Malcom Baldrige National Quality Award. While a brief overview of each program will be discussed, the focus will be on how these globally recognized programs intersect resulting in strengthening leadership, elevating professional nursing practice and ensuring organizational success and sustainability. Magnet organizations require common characteristics; transformational leadership, highly engaged professional nursing staff through a professional governance structure, nursing excellence and innovations in professional nursing practice and top decile quality patient outcomes. The origin of Magnet came from the scholarly analysis of how some organizations attracted and retained nursing staff during the nursing shortage of the 1980's. The characteristics of these organizations then became the standards for the Magnet recognition program. Currently there are 482 Magnet organizations in which 8 are international hospital. While Baldrige criteria recognizes US organizations in the business, healthcare, education and non-profit sectors for performance excellence the Baldrige award is the only formal recognition of the performance excellence in both public and private US organizations given by the President of the United States. It is administrated by the Baldrige performance excellence program, which is based at and managed by the National Institute of Standards and Technology (NIST) an agency of the US Department of Commerce. It is an organizational wide assessment of performance criteria organized under 7 aspects of organizational management; Leadership, Strategy, Customers, Measurement Analysis and Knowledge Management, Workforce, Operations and Results. The origins of Baldrige started in the early 1980's when many US industry and government leaders saw that a renewed emphasis on quality was necessary for doing business in an expanding and competitive world market. Baldrige is applicable to multiple business entities in the healthcare arena as an entire organization's performance gets elevated. Baldrige is also recognized globally. Magnet is focused on professional nursing practice and is also a global accrediting agency. Baldrige has in breath what Magnet has in depth in impact on professional nursing practice. This presentation is unique as it reflects lessons learned by an organization that received both Magnet and Baldrige recognition and understands the merits of both programs. The lessons learned can be applicable to a variety of healthcare settings internationally as these programs are recognized worldwide.

Title:

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Keywords:

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References:

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Abstract Summary:

This presentation will describe lessons learned by a nurse executive after receiving both the American Nurses Credentialing Center (ANCC) Magnet Recognition and Malcom Baldrige National Quality Award. The focus will be on how Magnet and Baldrige designations strengthen leadership, elevate professional nursing practice and ensure organizational success and sustainability.

Content Outline:

1. **Introduction: Nursing Leadership of Magnet Recognition and Baldrige Award**
 1. **Magnet Recognition Review**
 2. **Baldrige Award Review**
2. **Results:**
 1. **Strengthening leadership**
 2. **Elevating professional nursing practice**
 3. **Ensuring organizational success and sustainability.**
 4. **Lessons Learned**
3. **Conclusions**

First Primary Presenting Author
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Author Summary: Most recently Marj was as the Vice President of Operations and Chief Nurse Executive at Advocate Good Samaritan Hospital. Under her leadership, the organization attained Magnet Designation twice and was a Malcolm Baldrige quality award winner. Her passion for leadership

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