SIGMA THETA TAU
INTERNATIONAL BOARD
LEADERSHIP INSTITUTE

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Board Leadership Institute 2014
Nurse Leaders on Boards

• The Institute of Medicine (IOM) 2011 report stressed the significance of nurses becoming involved in changing the US health care system
  – Increase their leadership skills and find opportunities to utilize those skill sets
  – The IOM suggested “health care decision makers at every level should include representation from nursing on boards,”
  – To reach this goal nurses need the knowledge & competencies required for board leadership
Current Environment of Nurses on Boards

• A 2010 Gallup survey for the American Hospital Association (AHA) found the following:
  – 1000 hospitals surveyed
    ▪ 6% of board members were nurses
    ▪ 20% of board members were physicians

• Why???
  – The survey found perception differences between nurses being seen as important health care decision makers compared to our MD colleagues
Nurses Perspective

• Nurses comprise a majority of the health care delivery workforce

• Health care organizations and patients depend upon nurses on a daily basis
  – Patients’ generally enter into a health care environment due to their medical and/or nursing needs
Nurses Perspective

• What do nurses bring to the board room?
  – Operational knowledge of health care processes
  – System knowledge
  – Understanding of the continuum of care
  – Critical components required for safe patient care delivery
  – Ability to translate patient safety to board members
  – Communication skills essential for patient care delivery
  – Understanding of human resources
  – Nurses understand the patient/family stories that occur daily
Nurses Perspective

“I think boards should understand that the performance of the organizations depends as much on the well-being, engagement, and capabilities of nursing and nursing leaders as it does on physicians. I would encourage much closer relationships between nursing and the board.”

Donald Berwick, MD
former Administrator of the Centers for Medicare and Medicaid Services (CMS) & prior President and CEO of the Institute for Healthcare Improvement (IHI)
Barriers to Nurses Involvement on Boards

• Gender disparities continue to exist in board membership
• Understanding nursing’s role in patient care delivery
• Acknowledging nursing's influence in quality and service cost
• Perception: nurses are not prepared or qualified for board leadership
• Reluctance to appoint members that are organizational employees other than the CEO
Board Competencies

• The AHA suggest specific governance skills required vary for the type of health care organization
  – Public
  – Private
  – Urban
  – Local vs National system
  – Rural
  – Academic

• Core Competencies include
  – Knowledge & Skills
  – Personal Capabilities
AHA Core Competencies

Knowledge & Skills

– Health Care Delivery & Performance
– Business & Finance
– Human Resources
AHA Core Competencies

Personal Capabilities

– Achievement orientation
– Collaboration
– Community Orientation
– Innovative Thinking
– Organizational Awareness
– Strategic Orientation
– Team Leadership
Preparing for Board Membership

• The knowledge, skills, & competencies take time to develop
• Invest in your professional development
• Resources Available

  – Sigma Theta Tau International’s Board Leadership Institute
STTI’s Board Leadership Institute

• Evaluate your readiness to serve on a board
• Enable nurse leaders discover their passion for board service and leadership
• Assist nurse leaders develop professional strategies for getting placed on boards
• Gain information about board composition and governance roles
STTI’s Board Leadership Institute

• What’s Involved?
  – Successful Launch of BLI occurred in April 2014

• Participants learned from industry leaders about the aspects of board leadership
  – Professional board recruiter
  – Board President
  – Board Member
  – Nurse Leader and Leadership Scholar
Board Leadership Institute

Topics of Discussion

- The Importance of Nursing’s Voice
- What are Organizations Looking For
- What Do You Have to Offer
- Board Structure
- Board Case Studies
- What Should You Look For
- Your Skill + Right Board = A Great Fit
- Preparation Equals Opportunity
Board Leadership Institute

Results of First BLI: What the participants told STTI

- Great Leader and presenter with wealth of information
- She has great experience of being on different boards. Keep it up. Inspiring.
- This was very helpful to understand the difference from profit and non-profit.
- Loved the case study approach - very engaging way to learn.
- Based on personal experience - some real nuggets of wisdom
- Love the applied learning - using mission & vision statements to consider what we would bring to the board.
- Excellent wrap up - making sure all the critical points were covered.
- Awesome program - I would highly recommend it to anyone!
Board Leadership Institute

Next Steps:

• Based upon the success of the first BLI Sigma plans to repeat the program in 2015
• Dates being considered are in March and August of 2015
• Locations TBD
Additional Resources

- Best on Board (www.bestonboard.org)
- Online education available @ www.nursingknowledge.org
- BoardSource www.boardsource.org
- Center to Champion Nursing in America www.championnursing.org
- Center for Healthcare Governance www.americangovernance.com
- The Governance Institute www.governanceinstitute.com
References


