American Organization of Nurse Executives

**Mission:**
To shape health care through innovative and expert nursing leadership

**Vision:**
Global nursing leadership—one voice advancing health
About AONE

• We are the national professional organization for nurses who design, facilitate and manage care.

• We are the leading voice of nursing leadership in health care.

• We are a subsidiary of the American Hospital Association.

Visit aone.org
AONE serves its members by:

• Providing **a vision for nursing leadership** to meet the health care needs of society.

• **Influencing legislation** and public policy related to nursing and patient care issues.

• Offering services that support and enhance the management, leadership, educational and **professional development of nurse leaders**.
2015-2017 Key Priorities

1. Develop core competencies of nurse leaders across the care continuum to support current and emerging roles.
2. Support the design and implementation of care delivery and population health management models across the care continuum.
3. Support the provision of safe, quality care in delivery systems grounded in healthful practice environments.
4. Communicate the value of nursing in health care across the continuum to all stakeholders.
5. Optimize the operational effectiveness of AONE.

Key Relationships
- American Hospital Association (AHA)
- Affiliates
- Associations
- Consumers
- Industry Partners
- International Collaborators
- Tri-Council for Nursing

Our Values
- Creativity
- Diversity and Inclusivity
- Excellence
- Integrity
- Leadership
- Stewardship

Our Behaviors
- Broker
- Convener
- Designer
- Futurist
- Innovator
- Maximizer
- Partner
- Provocateur
- Synthesizer

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AONE Strategic Plan
2015-2017
AONE Membership

- 9,100 nurse leaders dedicated to the improvement of patient care in their organizations and communities.

- Nurses who aspire to nursing leadership positions as well as those who currently hold such positions.
AONE member job titles include:

- Chief executive officer
- Chief operating officer
- Chief nursing officer
- Vice president of patient care services
- Director of nursing
- Nurse manager
- Emerging nurse leader
- Staff nurse
- Nurse consultant
- Nurses who hold leadership positions in vendor organizations
Benefits of Membership

AONE offers many benefits including:

- Online and print publications
- Access to job postings
- Mentorship program
- Networking opportunities
- Guiding principles and toolkits
- Live and recorded webinars
- and more...
Member Benefits: Online Resources

- Guiding Principles and Toolkits
- Member directory
- Mentorship program
- Career center
- Bookstore
- Salary and Compensation Study and Reporting Tool

- Advocacy website
- Healthy Workplace Environment Assessment
- Social Media

Visit aone.org
Member Benefits: Publications

- **Voice of Nursing Leadership**
- **Nurse Leader**
- **AONE Advocacy Bulletin**
  (bimonthly e-newsletter with advocacy updates and resources)
- **AONE eNews Update**
  (weekly e-newsletter of key news items)
- **AONE Working for You**
  (weekly e-newsletter of AONE resources and programs)
- **AONE Online Bookstore**
  (invaluable titles selected by the AONE Publications Committee)
- Discount to *The Journal of Nursing Administration*
Member Benefits: Guiding Principles & Toolkits

- Academic-Practice Partnerships
- Diversity in Health Care Organizations
- Enhancing Clinical Outcomes by Leveraging Technology
- Excellence in Nurse/Physician Relationships
- Future Patient Care Delivery
- Mitigating Workplace Violence
- Patient Engagement

View the full list of guiding principles at aone.org/resources.
AONE Nurse Executive Competencies

- Set the standard for nursing leadership practice.
- Describe skills knowledge and attributes common to nurses in executive practice regardless of educational level, title or role.
  - System CNE Competencies
  - Post-Acute Care Nurse Executive Competencies
  - Population Health Competencies
Major Competency Domains

- Communication & Relationship Management
- Professionalism
- Knowledge of Health Care Environment
- Business Skills and Principles
Nurse Manager Leadership Partnership Learning Domain Framework

Developed by AONE and American Association of Critical Care Nurses

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Education Opportunities

Nurse Leader Development:

- Emerging Nurse Leader Institute
- Nurse Manager Institute
- Nurse Manager Fellowship
- Nurse Director Fellowship
- Leadership in Shared Governance
- Board Governance for Nurse Leaders
- Essentials of Nurse Manager Orientation
- Leadership Lab
- Certification Preparation (CENP/CNML)
- Webinars
Education Opportunities: Partnership Programs

- Certificate in Health Care Finance for Nurse Executives with the Healthcare Financial Management Association

- Trans-disciplinary Consortium for Innovative Leadership in Health Care with Arizona State University

- Managing Health Care Delivery with Harvard Business School
CCIT is a laboratory, developing the skill sets and competencies health care leaders need to design new care models.
Care Innovation and Transformation (CIT) Initiative

- Improves patient care safety, quality and patient’s experience through innovative changes driven by frontline nurses

- Develops leadership skills in the bedside nurses

- Teaches rapid cycle change, performance improvement and innovation

- Provides strategies for spreading gains to other units

- Results: More effective care teams; improved staff satisfaction and retention; and increased efficiency
AONE Advocacy

Key Issues:

- Protect funding nursing workforce development programs
- Advocate for data gathering and research on nursing practice
- Promote the value of nursing leadership
- Support AHA in its efforts to spare Medicare from further cuts
- Reduce barriers to full nursing participation in redesign of health care delivery system
Academic Progression In Nursing (APIN)

- AONE, representing the Tri-Council for Nursing, serves as the national program office.

- Initiative seeks to advance the education of the nursing workforce as recommended by an Institute of Medicine’s report, *The Future of Nursing: Leading Change, Advancing Health*.

- Aims to increase the number of nurses educated at the baccalaureate level or higher to 80% by 2020.

- Funded by a $4.3 million grant from the Robert Wood Johnson Foundation.
Established as a 501(c)(3) to support AONE’s research and educational activities.

The Foundation’s mission is accomplished through support from individuals, foundations and corporations.
The AONE Foundation’s current activities and programs include:

Education
- Nurse Manager Fellowship
- Emerging Nurse Leader Institute
- Nurse Manager Institute
- Nurse Director Fellowship

Research
- Small grants
- Funded projects
  - Chief Nursing Officer turnover study
  - Nurse Researcher Award & Foundation Lecture
Two certification programs:

Certified in Executive Nursing Practice
- 427 hold the certification

Certified Nurse Manager and Leader
- 1,447 hold the certification
AONE 2015 Board of Directors

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Vice President, Nursing and Chief Nursing Officer
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Questions?