In our Vizient Nursing Leadership Excellence Series this year, we focus on nursing retention: what leaders can do in six key areas to keep the best and brightest engaged and performing—instead of burned out and out the door.

A recent survey* of nearly 9,000 registered nurses revealed that the vast majority—85 percent—were satisfied with their choice of nursing as a career. Yet the number dropped by more than 20 percentage points when the nurses were asked about their satisfaction with their current jobs. If such an impressive majority of respondents are happy they chose the nursing profession, why are so many less satisfied with their current positions? And, what can be done about it?

The literature identifies many ways to increase job satisfaction and retention. Some solutions require managers and leaders to step up and advance the cause. Other answers lie with the individual nurse. In our 2016 webcast series, you will learn what you can do, as a nurse leader and as an individual, to address retention and improve job satisfaction.

This series offers valuable insights for established, new, and aspiring nurse leaders at all levels. You can join in the live webcast, or view the recordings later when it’s convenient for you.

Nursing Leadership Excellence sessions

Part 1: Nurse retention: what leaders can do, what nurses can do
April 20, 2016, 11:30 a.m.-12:30 p.m. CT
Cheryl Jones, PhD, RN, FAAN
Professor and Chair, Health Care Environments
University of North Carolina

Ask a group of nurse executives this work-related question: “What keeps you up at night?” and most will answer “nurse retention.” The data supports their concern. Nearly one in five new nurses leave their first jobs within a year. One in three leave within two years. On the opposite end of the spectrum is the looming retirement of baby boomers. A recent survey* of nearly 9,000 registered nurses reveals that among those age 54 and up, 64 percent are thinking of retiring in the next three years. In this session, participants will:
• Discuss the key causes of nursing turnover
• Outline strategies for nurse retention and succession planning

Part 2: The staffing dilemma: how to get it right and make it fair
May 18, 2016, 11:30 a.m.-12:30 p.m. CT
Pamela Hunt, MSN, RN
Vice President of Patient Services, Chief Nursing Executive
Community Health Network North Region

The research is incontrovertible: nursing care and patient outcomes are inextricably linked. Study after study shows not only that patients are affected by nurse staffing issues, but also that staffing levels are an important driver of nurse satisfaction. Getting nurse-to-patient staffing levels right is a complex, time-consuming process, even in the best facilities. In this session, participants will:
• Review current nurse staffing models and methods
• Summarize solutions that both nurse leaders and staff nurses can influence and implement

Part 3: Everyday ethical issues: when caring for patients leads to moral distress
June 22, 2016, 11:30 a.m.-12:30 p.m. CT
Mary Walton, MSN, MBE, RN
Director, Patient and Family Centered Care; Nurse Ethicist
Hospital of the University of Pennsylvania

The American Nurses Association designated 2015 the “Year of Ethics,” recognizing the impact that ethical practice has on patient safety and quality of care. Data suggests another connection: between moral distress (the inability to act according to one’s own moral compass because of either organizational or interpersonal barriers) and high nursing turnover rates. This session will review the ethical issues nurses say they most often face on the job. Evidence-based approaches to resolving ethical problems will be analyzed and strategies to alleviate moral distress explored. In this session, participants will:
• Review evidence-based approaches to resolving ethical problems
• Summarize strategies for preventing moral distress

Part 4: Unprofessional, uncivil, and unchecked: when and how to fight bad behavior
September 14, 2016, 11:30 a.m.-12:30 p.m. CT
Renee Thompson, DNP, RN, CMSRN
CEO and President of RTConnections, LLC

Six years ago, the Vizient Nursing Leadership Excellence Series explored the issue of lateral violence for the first time. Since then, our members have continued to show interest in this topic. The prevalence of the issue has led to policy and legislative action aimed at preventing workplace violence. This session explores strategies aimed at empowering individuals and managers to implement strategies that prevent bullying and increase civility at work. In this session, participants will:
• Recall strategies for preventing bullying, responding to being bullied, and responding to witnessing bullying
• Identify civility best practices in nursing
Part 5: Stress management tools for coping with what can’t be changed and controlling what can

October 19, 2016, 11:30 a.m.-12:30 p.m. CT
Kathleen Flarity, DNP, PhD, CEN, CFRN, FAEN
Research Nurse Scientist
University of Colorado Health

Fatigue, burnout, and loss of motivation burden nurses for many reasons. Fortunately, there are solutions for most of the problems that cause nurse burnout. Some stressors, such as mandatory overtime and “compassion fatigue,” can be addressed and managed individually. Others issues require the support of the organization, leadership and coworkers. This session will review the various types of stress with a focus on healthy interventions and self-care. In this session, participants will:

• Describe common stress and burnout triggers that impact nursing retention
• Identify techniques most likely to help nurses cope with compassion fatigue

Part 6: Investing in you: new and emerging roles for nurses

November 16, 2016, 11:30 a.m.-12:30 p.m. CT
Joan Moss, MSN, RN, ACM
Senior Vice President and Chief Nursing Officer
Sg2

The Institute of Medicine set 2020 as the deadline for achieving the goal of 80 percent of nurses having baccalaureate degrees. What are the barriers that still must be addressed? In a recent survey,* more than one-third of nurses under 40 said they were either currently enrolled or considering pursuing a degree in advanced practice nursing. The overall numbers were also good—one-fifth of the respondents answered positively. In this session, we will explore advanced practice nursing and other opportunities emerging that offer nurses new options in patient care.

In this session, participants will:

• Examine new and emerging roles for nurses in patient care
• Describe ways to improve transitions to new roles including the Vizient/AACN Nurse Residency Program
Pricing and registration

Series pricing (live webcasts + online archive viewing)

<table>
<thead>
<tr>
<th>Vizient member pricing</th>
<th>Nonmember pricing</th>
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<tr>
<td>$2,700 per site</td>
<td>$3,000 per site</td>
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For series pricing only, discounts are available for multiple hospitals within the same health care system. Contact us for more information.

Register on-line at http://events.vha.com/events/NLES2016

Accreditation information

Guidelines for receiving continuing education credit

Vizient is committed to complying with the criteria set forth by the accreditation and continuing education agencies in order to provide this quality program. To receive credit for educational activities, you must successfully complete all program requirements.

Program Requirements:

1. Attend the educational event in its entirety.
2. If you registered prior to the program, you will receive an email after the program which contains a link that will take you directly to the evaluation. Complete the evaluation form online within two weeks after each program.
3. If you have not registered, you may register and complete the evaluation form online within two weeks after each program at http://events.vha.com/events/NLES2016.

Note: If your organization is a Vizient member, you will need a user name and password in order to register and complete the evaluation. If you do not have a user name and password, go to www.vizientinc.com, click the Member Login button at the top right, and use the “request a login” link. You may also contact Vizient Customer Service at (800) 842-5146 or vizientsupport@vizientinc.com to obtain assistance.

Upon successful completion of the program requirements, you will be able to print your continuing education certificate.

Joint Accreditation Statement:

Vizient, Inc. is accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC) to provide continuing education for the healthcare team.

Designation Statements – 2016 Nursing Leadership Excellence Series

Each session of this educational activity is designated for 1 continuing education contact hour. Participants are not required to attend every session of the series to be awarded contact hours. You will receive a continuing education certificate for the sessions you attend.

Nursing

This series is designated for a maximum of 6.00 hours.

Vizient, Inc. is approved by the California Board of Registered Nursing, Provider Number CEP12580, for 7.2 contact hours.

CEU

Vizient, Inc. will award CEUs to each participant who successfully completes this program. The CEU is a nationally recognized unit of measure for continuing education and training programs that meet certain criteria (1 contact hour = .1 CEU).