What Will Nursing in Your Organization Look Like in 2020? Strategic Planning to Ignite the Ideal Future State. (Poster)

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Published In/Presented At
What Will Nursing in Your Organization Look Like in 2020?
Strategic Planning to Ignite the Ideal Future State
Lehigh Valley Health Network, Allentown, PA

Overview
Nurse executives must not only effectively influence other executive stakeholders and be key participants in organizational strategic planning, they must also be a knowledgeable, transformational leader who develops a strong vision in leading nursing services. This poster shares a ‘future search’ visioning process successfully utilized within an academic, community Magnet® hospital to define what nursing should look like and where it should be by 2020.

Key Tactics

Steering Team
- 20 representatives from all internal nursing roles and levels; academic partners; community nurse leader
- Responsible to plan a two-day retreat to develop common ground topics and vision statements for what nursing at LVHN will look like in 2020

2-Day Retreat
- 170 LVHN nurses from all roles
- 10 community nurse leaders
- 10 community members and interprofessional colleagues
- Outcome - 13 common ground themes with LOTS of associated statements

Post-Retreat Work
- Retreat participants worked in ‘common ground teams’ to author vision statements

Dissemination
- 3" x 4" Vision Statement posters in each patient care area

Making Our Vision a Reality

The desired future does not just happen; it results from careful thought and planning.

Nursing Strategic Vision Council
- Provide strategic oversight to assure vision statements are achieved

Vision Statement Facilitators
- 1 or 2 for each Common Ground Theme
- Ensure tactics defined and on track

Vision Statement Owners
- 1 or 2 for each statement
- Responsible for development and execution of tactics to achieve vision statement by 2020

Vision Statement Teams
- Identify empirical outcome metric(s) for each vision statement
- Define and implement tactics to achieve vision statements

References:

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