



Welcome to the Regional Leadership Conference 2018



Educational Sessions

Required Disclosures

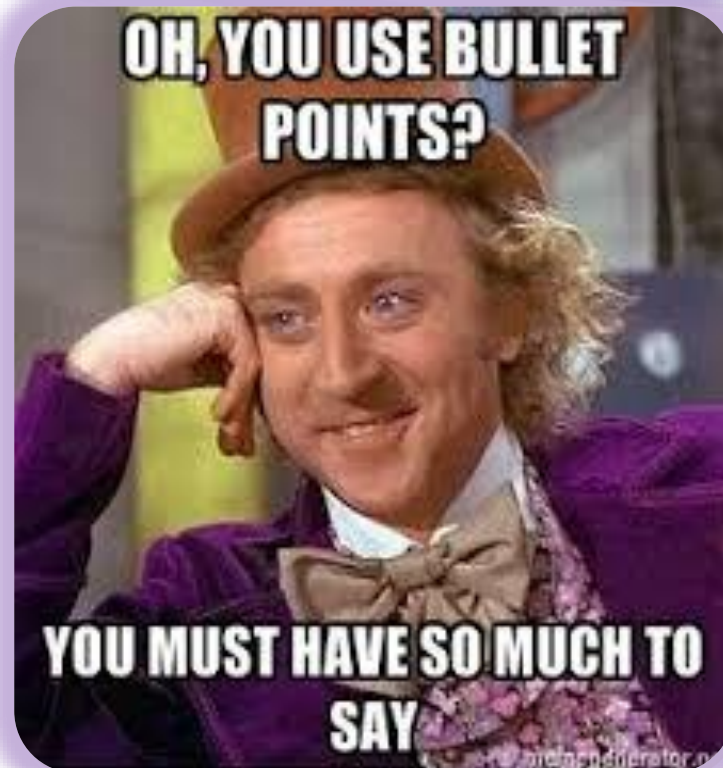
- 1. Completion:** Successful Completion of this Continuing Nursing Education (CNE) Activity is based on:
 - Being registered for this activity
 - Attendance at entire program
 - Completion of the Evaluation
- 2. Conflict of interest:** No relevant relationships with commercial interest organizations whose products are related to the program content were identified.
- 3. Accreditation:** The Society of Gastroenterology Nurses and Associates, Inc., is accredited as a Provider of Continuing Nursing Education by the American Nurses Credentialing Center's Commission on Accreditation. **5.91** contact hours will be awarded upon completion.
- 4. Support:** **ERBE** has provided commercial support for this program. All planning, implementing, evaluating and record keeping of this CNE activity is the sole responsibility of the provider with no influence by the commercial entity.



Innovation in Education

Alexandra Campbell

Cynthia M. Friis, MEd BSN RN-BC



Learning outcome

At the conclusion of the educational activity, participants will demonstrate knowledge of various innovations in education.

Learning objectives

1. Review the principles of adult learning.
2. Examine technology tools for teaching.
3. Share effective teaching techniques.
4. Discuss effective presentation tips.



Adult Learning Principles

Andragogy (aka adult learning theory) is the understanding of the science and practice of adult learning.



SO WHAT?

Adult Learning Principles

Andragogy



recognizes that there are many differences in the ways that adults learn. It capitalizes on the unique learning styles and strengths of learners and lays the groundwork.



Adult Learning Principles

Knowles' five assumptions of adult learners. Adults have....

1. Secure self-concept
2. Past Learning Experience
3. Readiness to Learn
4. Practical Reasons to Learn
5. Driven by Internal Motivation



Adult Learning Principles

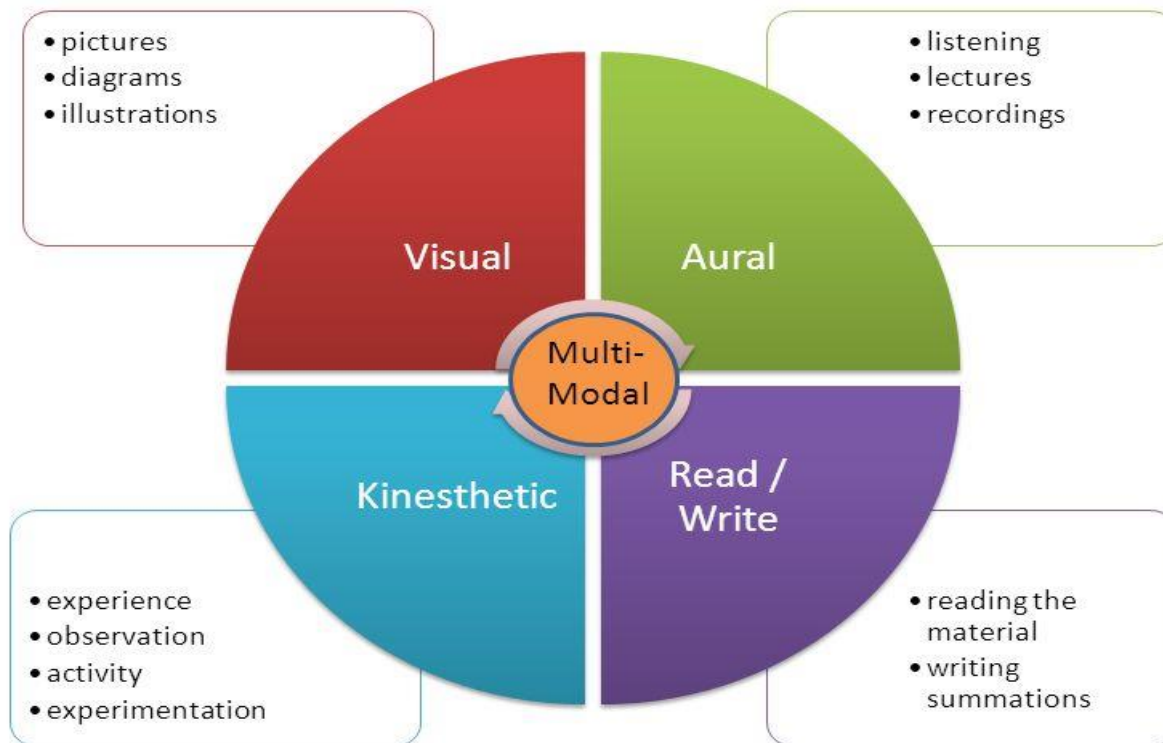
Adult learning principle	Implications for teaching
1. Secure self-concept	<ul style="list-style-type: none">- Design training to minimize learner's risk and embarrassment.- Provide opportunities for learners to share experiences, ideas, questions, opinions, concerns, etc.- Make it safe for learners to express their confusion, anxieties, doubts, and fears.
2. Past Learning Experience	<ul style="list-style-type: none">- Provide opportunities to reflect upon their existing knowledge and experience.- Provide opportunities for learners to reflect on what they are learning and what they already know.
3. Readiness to Learn	<ul style="list-style-type: none">- Ask participants what they want to learn.- Design education around learners' needs and goals.- Provide opportunities for learners to direct their own learning through guided inquiry and self-facilitated small-group discussions.

Adult Learning Principles

Adult learning principle	Implications for teaching
4. Practical Reasons to Learn	<ul style="list-style-type: none">- Establish clear learning objectives that make the connection between learner's needs and the learning content.- Invite learners to identify the challenges they face and the value the learning has to help address these challenges.- Share examples and stories that relate the learning content to participant's current challenges. Ask learners to share their own examples that make this linkage.- Follow theories with practical examples and applications to demonstrate the relevance of the learning.
5. Driven by Internal Motivation	<ul style="list-style-type: none">- Ask participants why they are interested in learning.- Make a connection between the learning content and the learner's objectives.- Ask participants to the implications to practice based on what they've just learned.

Learning styles

VARK Learning Styles



WELL WHAT DO

WE DO NOW?

ME DO NOW?

Technology Tools for Teaching

Free ways to engage your audience

- Kahoot
- Quizlet
- InsertLearning
- Wakelet
- Quizizz
- My Simple Show
- Kami
- Quizalize
- Sutori



Technology Tools

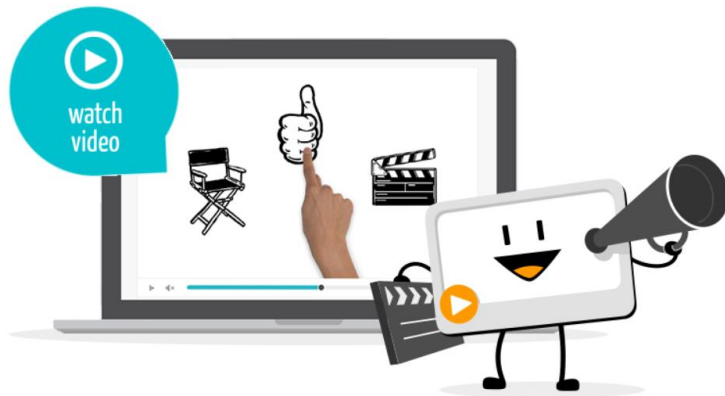
My Simple Show

<https://www.mysimpleshow.com/>

- Easily create “explainer” videos
- Template, write script and it automatically generates ideas for you

Create your simpleshow explainer video in minutes

Easy. Fast. And like a pro!



Sutori

<https://www.sutori.com/>

- Create a storyline to present information and connect ideas with multiple media options



SALVADOR DALI, "The Persistence of Memory"
24.2 x 33 cm, oil on canvas, 1931.

Take a good 5 minutes to look at this painting... What do you notice? This is one of Dali's most analysed works of art. Themes, colours, space,

Share



"A true artist is not one that is inspired, but one who inspires others".
Salvador Dali

Share

Quiz

Who was the psychologist who influenced the surrealist artists?

- ☐ Ivan Pavlov
- ☐ Sigmund Freud

Share

Did you know?

"WINK AT TEACHER" you can click on the images to enlarge them! Tell your students so that they can better

Did you know?

"WINK AT TEACHERS" you can create a quiz for your students to help them retain the information!

Share



Watch this video to learn about SALVADOR DALI.

Share



Technology Tools

Wakelet

<https://wakelet.com/>

- Gather online information: present, research, portfolio



Save content from the web

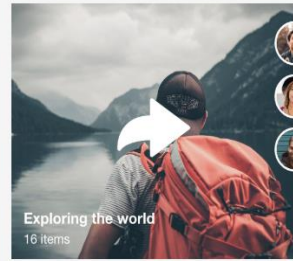
Save articles, videos, images, Tweets, and pretty much any link you find online.

Items that you save are private and can be edited at any time.



Make beautiful collections

Organize your saved items into stunning collections. Add your own images, text and reorder however you like.



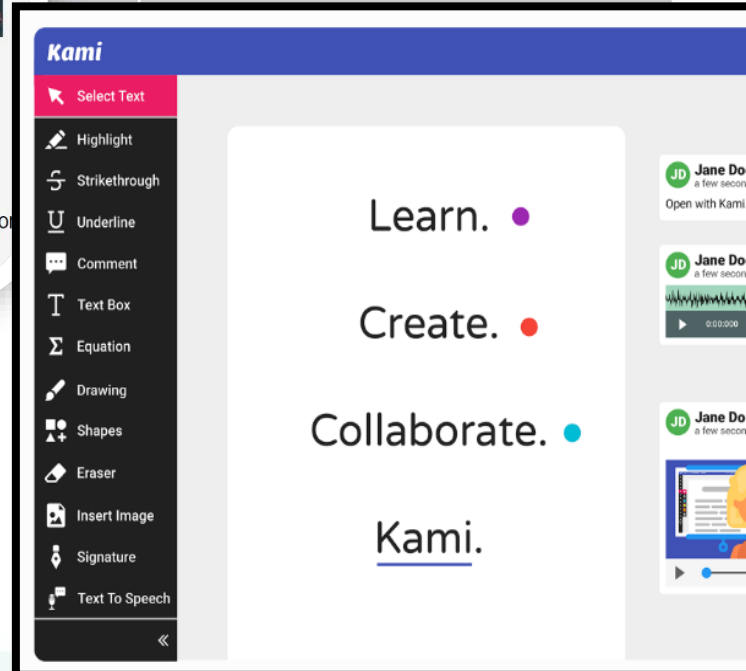
Tell the world

Keep your collections private or share them with the world.

You can also embed collections on any blog or website.

InsertLearning and Kami

- Insert educational content onto any webpage
- Annotate webpages
- Annotate PDFs and documents



Kahoot

<https://kahoot.com>

- Quiz game
- Social, can play on teams
- Fun

Quizlet

<https://quizlet.com/>

- Flashcards online
- Create your own, share
- Use to study

UNLEASH THE MAGIC OF LEARNING IN YOUR COMPANY

See how teams in different companies are playing Kahoot! at work - and they're having fun!



Quiz Technology Tools

Human Biology-Blood



STUDY

PLAY



FLASHCARDS



LEARN



WRITE



SPELL



TEST



MATCH



GRAVITY

circulatory system

CLICK THE CARD TO FLIP IT



1/39

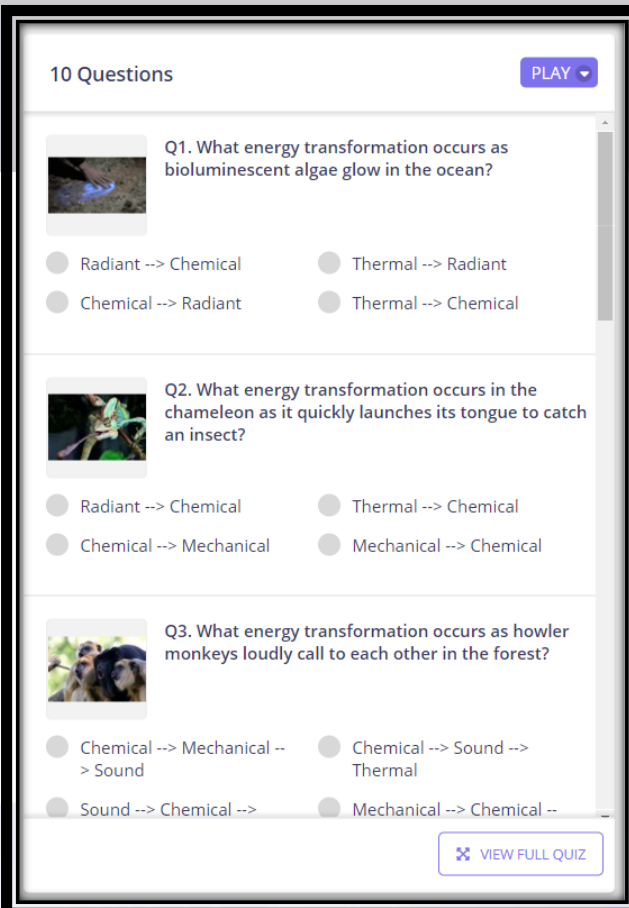


Quiz Technology Tools

Quizizz

<https://quizizz.com/>

- Self-paced quizzes
- Similar to Kahoot but no projecting needed



Quizalize

<https://www.quizalize.com/>

- Quiz games
- Automatically sorts participants into groups based on need
- Can have follow up work for those different groups



Non-technology Strategies

Four square

Word	Definition
In a sentence Synonym/antonym	Picture

Role play

- Involve participants in practicing what they are learning
- Taking turns as the practitioner and the patient

Non-technology Strategies

Simulation with gradual release of responsibility

1. Begin by modeling what you are teaching in front of the learners: say aloud what you are thinking during the process
2. Involve learners by completing a similar task but asking for learners' help in recalling what to do next, or instruct learners to do a similar task in pairs
3. Each learner attempts completion on their own



Divide and present in form of learner's choice

- Use when training with a large amount of content
- Divide content into manageable and logical sections
- Give each section to a group or individual to learn and present to the rest of the group
- Presentations can be in a form of the presenters' choice: poster, video, speech, brochure, article
- Also called "jigsaw"

Non-technology Strategies

Stations

- Appropriate for learning various tasks or gathering information
- Divide content into self-directed smaller activities
- Participants rotate through stations to learn all content
- Works with group learning or individual



Read, annotate, share

- Simple way for participants to learn information
- Ability to structure annotation instructions based on learning goals
- Participants can share with a partner and as a whole group




Kahoot

- <https://play.kahoot.it/#/k/e19ba995-058a-459f-8d2c-1389a2862e3d>

Kahoot!

Quiz



Innovative Education




An adult learning and current technology tools quiz.

Created by: acampbell4 **Language:** English
Audience: Training

Plays 0 **Players 0** **Shares 0** **Favorites 0**

1. Which of the following recognizes different ways adults learn and the strengths of learners?
2. Knowles' five assumptions include all of the following EXCEPT...
3. SELECT ALL THAT APPLY. Readiness to learn includes...
4. Which of the following is NOT a VARK Learning Style?
5. SELECT ALL THAT APPLY. There are many technology tools available that...
6. The following are effective teaching strategies EXCEPT...

PLAY ▶

 Like 0  Tweet  Save

Alexandra and Cindy's Presentation Tips



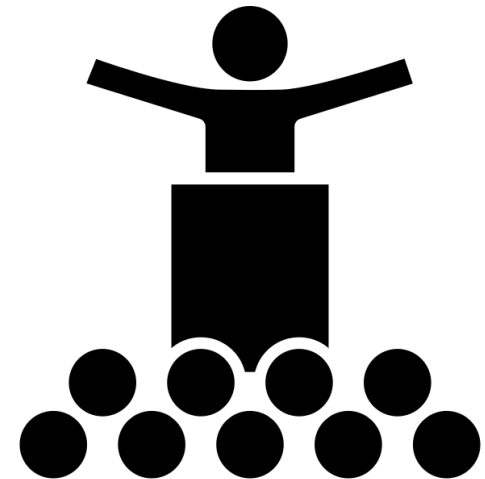
Presentation Tips

1. Start strong
2. Focus on your audience's needs
3. Practice
4. Keep it simple and concentrate on your core message
5. Drink
6. Smile and make eye contact with your audience
 1. Dismiss the naysayers
7. Be transparent
8. Practice
9. Use techniques that you are comfortable with



Presentation Tips

10. Answer questions as you go and repeat the questions to verify understanding
11. Repeat Yourself
12. Tell Stories
13. Practice
14. Use your voice and body effectively
15. Speak loudly and slowly, breathe
16. End your talk on time
17. Say thank you when you are done



Resources

- Association for Nursing Professional Development (ANPD) <http://www.anpd.org/page/onlinestore-books>
- Association for Talent Development (ATD) <https://www.td.org/about>
- National League for Nursing (NLN) <http://www.nln.org/professional-development-programs/teaching-resources>
- Tool Time for Trainers <http://www.tool-trainers.com/shop/>
- American Nurses Credentialing Center <https://www.nursingworld.org/organizational-programs/accreditation/primary-accreditation/faqs/>
- Knowles, M., Holton, E.F., & Swanson, R.A. (2015). *The Adult Learner: The definitive classic in adult education and human resource development*. 8th ed. Routledge: NY, New York.
- Cindy and Alexandra ☺

Questions



Thank you



acampbell@sgna.org
cfriis@sgna.org





House of Delegates Update 2018

Judy Currier, BSN RN CGRN
Speaker of the House of Delegates

Purpose of House of Delegates

- Give equal representation to all regions
- Allow time for discussion
- Bring issues to a vote by the Delegates as they represent the regions



Purpose of Resolutions

- To be the voice of our organization.
- Encourage the members to record their ideas and present them to the HOD for vote.

Process of Resolution Approval

- House of Delegates
- Reviewed by
- Presented to Board of Directors
- Approved or Denied
- Sent back to writers for clarification

RESOLUTION #1

REPORT TO THE SGNA BOARD OF DIRECTORS

August 2018

FROM: Judith Currier, BSN RN CGRN, Speaker of the House

X__ Action

___ Consent

REVIEWED BY: Janice Provenzano, MSN-ED RN CGRN,
Vice-Speaker of the House and Kim Wiatr, Operations
Manager

SUBJECT: House of Delegates Resolution #1

RECOMMENDATION(S): SGNA should offer courses annually to support the recertification of nurses and associates for Endoscope Reprocessing through organizations such as CBSPD or IAHCSMM.

Relevant Strategic Goal/Objective or Organizational Priority:
Goal #1 Membership

Justification: SGNA already offers these courses at the Annual Course and providing the additional credit through CBSPD or IAHCSMM only further supports our members.

Time Frame/Target Date for Completion: To incorporate for Annual Course 46, which takes place April 14-16, 2019.

Financial Impact: There will be minimal expense directly associated with this resolution, potentially \$50 fee for CE approval by IAHCSMM.

Staff Impact: Will include some additional work by current staff to work with CBSPD or IAHCSMM to determine which courses are eligible for credit. Estimated cost of \$2,000.

Relation to Strategic Plan: This resolution strives to fulfill a need of a subset of the member population.

Action: ___ Approved ___ Deferred ___ Rejected
___ Refer back to Committee ___ Amend and Adopt

RESOLUTION #1 BOARD OF DIRECTORS PLAN

- The Board of Directors:
 - > Approved this resolution.
 - > Agreed that SGNA has sessions in place that meet the requirements to apply to this strategy.

RESOLUTION #2

REPORT TO THE SGNA BOARD OF DIRECTORS

August 2018

FROM: Judith Currier, BSN RN CGRN, Speaker of the House

X__ Action

____ Consent

REVIEWED BY: Janice Provenzano, MSN-ED RN CGRN,
Vice-Speaker of the House and Kim Wiatr, Operations
Manager

SUBJECT: House of Delegates Resolution #2

RECOMMENDATION(S): The associate member position on
the board of directors not be converted from a non-voting
position to a voting position.

Relevant Strategic Goal/Objective or Organizational Priority:
Goal #1 Membership

Justification: SGNA needs to continue to work to strengthen
that membership category and interest in volunteering to
ensure long-term interest in the position prior to making it a
voting position. With that said, it is recommended SGNA
develop strategic goals to achieve the above with the intent of
making the associate member position on the board of
directors a voting position in the future. This strategic plan
should also include communicating out to its membership, the
SGNA's Board of Directors' commitment to strengthening the
associate membership category.

Time Frame/Target Date for Completion: No specified date
needed for the resolution but do need to create timeline for
strategic plan and implementation.

Financial Impact: There will be no expense directly associated
with this resolution; however, expenses may be associated
with future approved strategic goals.

Staff Impact: Within current staff scope for membership
support.

Relation to Strategic Plan: This resolution strives to provide
greater inclusion amongst its member population.

Action: ____ Approved ____ Deferred ____ Rejected
____ Refer back to Committee ____ Amend and Adopt

RESOLUTION # 2 BOARD OF DIRECTORS PLAN

- The Board of Directors:
 - > recognize the need for a voting position for the associate member.
 - > would like to develop the current Director-at –Large associate member position.
 - > As we strive for Associate members, we need to encourage our associates to become active in the Organization and to develop associate members who show interest in furthering the organization on the associate member level.
 - > intend to develop a strategic plan with the associate members to make the position a voting director.

2019 House of Delegates Resolution Form

Society of Gastroenterology Nurses and Associates, Inc.
RESOLUTION SUBMISSION FORM
2019 House of Delegates

Please duplicate this form for additional resolutions. All submissions must be typed and postmarked no later than January 1, 2019 of the current year for the following year's consideration. Resolutions after this date will not be considered.

Proposed by: _____

Address: _____ City: _____ State: _____ Zip: _____

Phone: _____ Fax: _____ Submission Date: _____

E-mail address: _____ Regional Society Name/#: _____

1) Background Information:

WHEREAS,

2) Recommended Strategy(s) or Outcome(s):

RESOLVED,

3) Rationale:

4) Cost Analysis/Budgetary Impact:

5) Check the goal(s) most closely related to your resolution:

☐ Goal 1: Membership

SGNA will develop a compelling value proposition for gastroenterology technicians, ambulatory surgical center professionals, gastroenterology hepatology nurses in all practice settings and purposefully market to these audiences.

☐ Goal 2: Quality Care

SGNA will drive the quality of care in the areas of gastroenterology practice for nurses and associates.

☐ Goal 3: Future of Nursing

SGNA will support the education and implementation of the Institute of Medicine's Future of Nursing recommendations.

6) References:

Return by January 1, 2019 to:

SGNA Headquarters
330 N. Wabash Ave, Suite 2000
Chicago, IL 60611
SGNA@smithbucklin.com
Fax: 312/673-6694

House of Delegates Webinar

In lieu of the House of Delegates
Workshop during the Leadership
training,

SGNA has developed a House of
Delegates Webinar.

Call for Candidates for Vice Speaker of The House



- Vice-Speaker
- Anyone interested in running for the 2019 Vice-Speaker can contact:
- Judith Currier – discovertheworld62@gmail.com
- Jan Provenzano – jan.provenzano@moffitt.org
- Sarah Heemstra – sheemstra@sgna.org

Questions

THANK YOU

merci
grazie
spasiba
kam ouen
gratizias
tak
manana
mahalo
hvala
cheers
toda
gracias
grassie
thank you
danki
kitos
welalin
mahalo
danki
thanks
takk
gracias
domo arrigato
gratitude
danke
kitos
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dziekuje
miigwetch
talofa
modupe
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dankon
na gode
hanks
merci



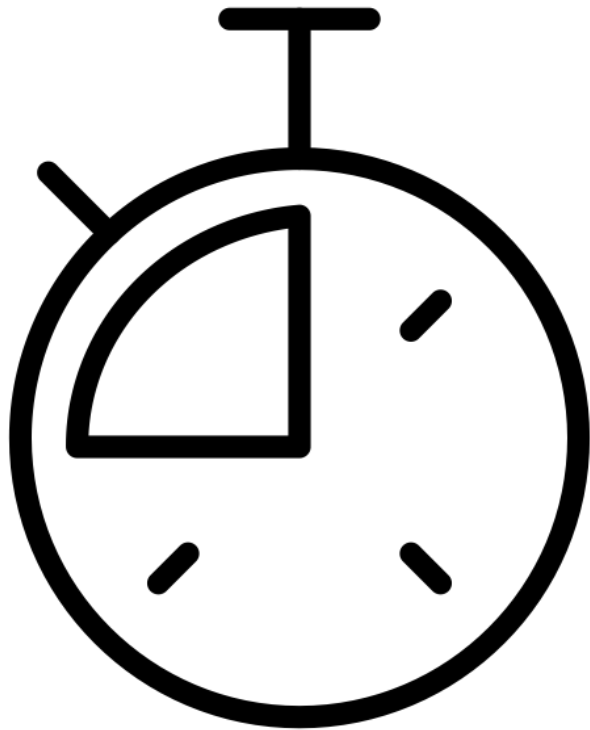
Membership Engagement Across the Continuum

Diane Moore, RN CGRN

Deana Cipolla, RN CGRN

Eileen Babb, BSN RN CGRN CFER

Facilitator: Madeline Stanke, SGNA Staff



Speed Networking: Making the most of our minutes



Best Practice Roundtables



Finance and Budgeting

Michelle Juan, MSN, RN, CGRN, SGNA
Treasurer

Kim Wiatr, SGNA Operations Manager

Disclosure

- The Society of Gastroenterology Nurses and Associates, Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation.
- We have no disclosures to report.

Objectives



Common Financial Responsibilities

Handle money and sign checks

- Manage all invoices (payable/receivable)

Plan and prepare budgets/forecasts

- Prepare timely financials reports

Manage filings with SGNA

- Insurance, Board Roster, CE Listing, Annual Income/Expense Report

Annual Budget

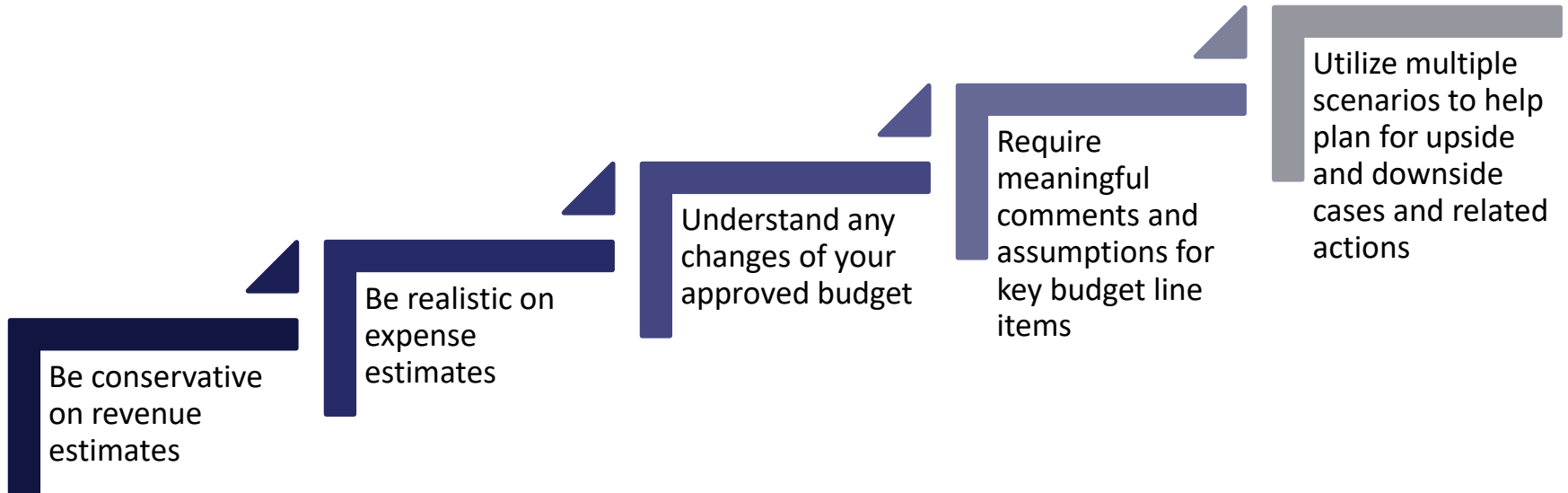
What is it

- A prediction of future financial performance – expenses, revenues and cash flows
- Used to make current and long-term decisions
- Should be board approved once a year

Why do it

- Provides a road map
- Serves as a means of control
- Helps promote communication within organization

Budget Basic Principles



Budget Basic Principles

Keep in mind

Work collaboratively to set budget objectives for your group

Create an executive overview summarizing key budget objectives and major variances

It is imperative to build financial bridges from previous reports to current

This includes remapping previous year results whenever changes are made to your chart of accounts

Balancing the Want vs. Need

Consider Determine if the cost is crucial to your overall goal

Is the revenue there to support the budget

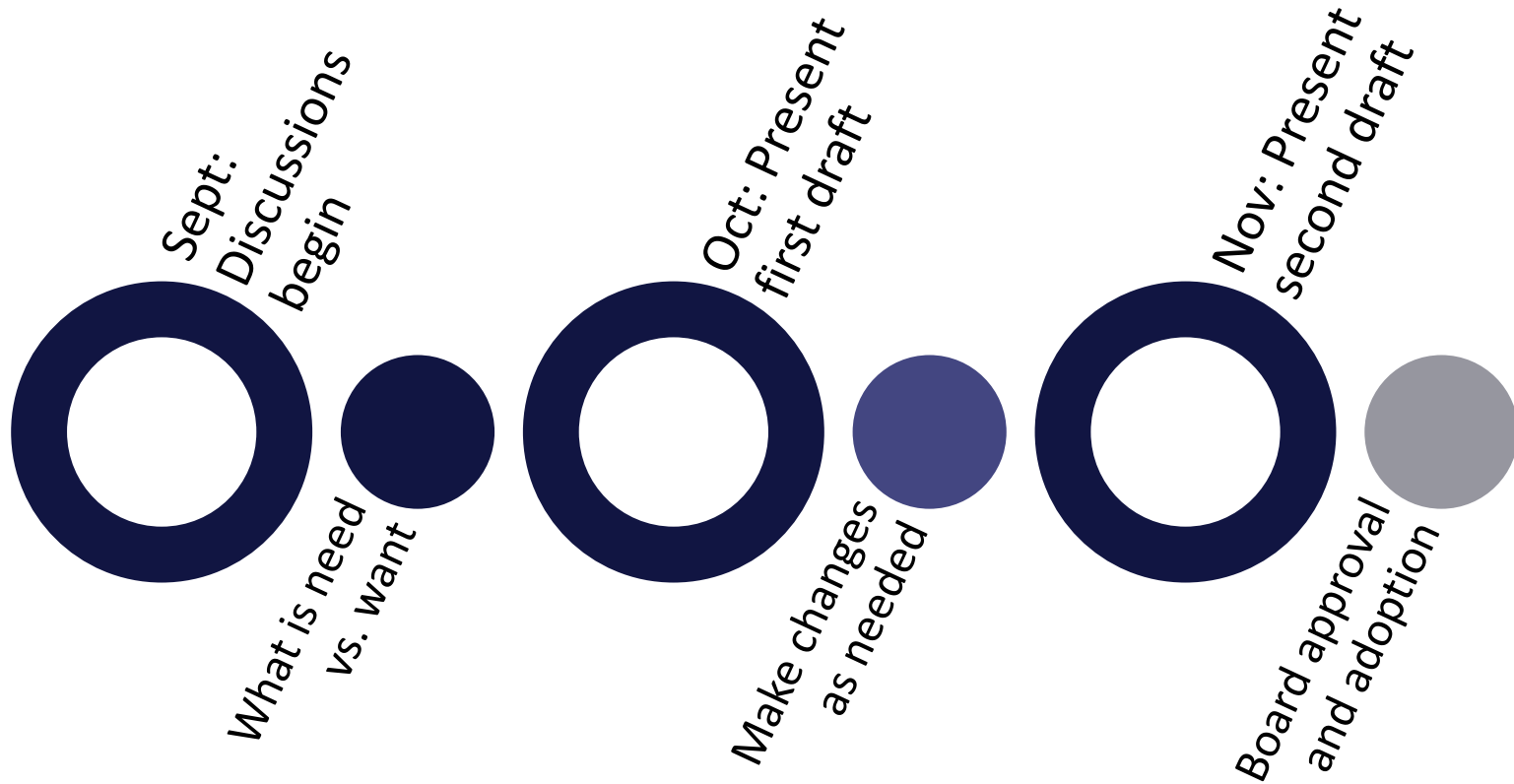
Look at trends from past years

Consider needs assessment if questioning an item is worth spending on again for the next year

Consider having your Board rank items that are less clear



Budget Timeline: Fiscal = Calendar



Sample

	2017 Actuals	2018 Budget	2018 Forecast	2019 Proposed	Assumption
Revenue					
Membership	\$3,000	\$2,500	\$2,500	\$2,000	Assumes 200 members @ \$10
Meeting registration	\$9,000	\$8,500	\$8,000	\$7,500	Assumes 100 registrants @ \$75
Meeting Sponsorship	\$4,000	\$2,500	\$2,000	\$1,500	Assumes 3 sponsors @ \$500 each
Total Revenue	\$16,000	\$13,500	\$12,500	\$11,000	
Expense					
Hotel	\$500	\$500	\$500	\$500	Assumes meeting venue for 2019
Food & Beverage	\$12,000	\$11,000	\$11,000	\$10,000	Assumes breakfast & lunch for 150
Meeting supplies	\$250	\$230	\$230	\$200	Assumes cost of badges, printed materials for 150
Insurance	\$80	\$85	\$85	\$85	Assumes annual insurance coverage for region
Website/Email Platform	\$1,200	\$1,200	\$1,200	\$1,200	Assumes 12 months of website/email platform service @ \$100/month
Total Expense	\$14,030	\$13,015	\$13,015	\$10,985	
Net Income/(Loss)	\$1,970	\$485	(\$515)	\$15	

Forecast

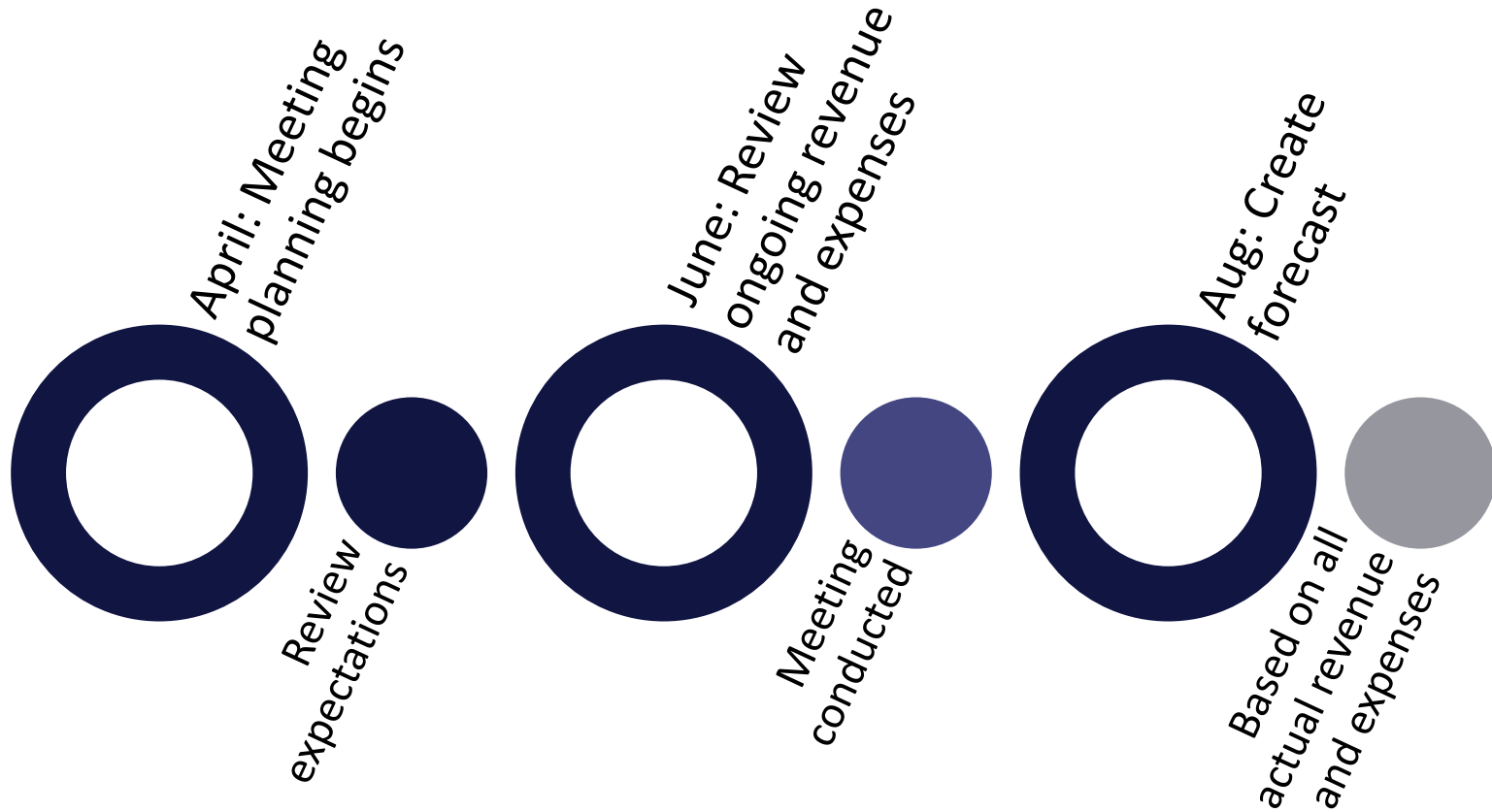
What is it

- An updated prediction of the current year financial performance – expenses, revenues and cash flows
- Can be conducted multiple times a year based on need; usually done leading up to or after a meeting where larger revenues and expenses take place

Why do it

- Serves as an additional means of control
- Used as a checkpoint into if the year is performing as expected against the budget

Forecast Timeline



Budgeting Through Tough Times

Consider Avoid creating unrealistic expectations of actual revenue

Avoid relying on investments to play “catch up”

Review all items to make sure you are staying on track

Pay attention to line items that may be under calculated (food breaks, mailing, travel)



Budgeting Through Tough Times

Consider Ask for help!

Stay focus on your strategic goals set for the budget

Ask if an item or event is “nice to have” versus “must have”

Do not make tough decisions alone: involve your local BOD or Executive Committee to weigh options



Ongoing Expectations and Passing the Torch

Determine best practices that the board will follow

- Roles and responsibilities
- Communicate and participate

Keep records up-to-date

- Have a process to pass records on (succession planning)

Back-up files

- Use a shared drive or documents to ensure access by multiple people

Regional Societies Page

The screenshot shows a web browser window displaying the SGNA website. The address bar shows the URL <https://www.sgna.org/Connect/Regions>. The page title is "Regional Societies". The main content area describes the Regional Societies and lists four tabs: "Regional Directory", "Regional Events", "Regional Officers", and "Find a Regional Member". An arrow points to the "Regional Officers" tab. Below the tabs, a text box says "Click here to visit the Regional Officers Resource Page for helpful tools and documents including:" followed by a bulleted list of resources. The left sidebar contains navigation links: LOGIN, Q SEARCH, ABOUT, LEARN, ATTEND, PRACTICE, CONNECT, and JOIN. The bottom of the page features the SGNA logo and the Olympus logo with the tagline "Your Vision, Our Future". The Windows taskbar at the bottom shows various application icons and the system clock indicating 9:56 AM on 10/30/2018.

SGNA | Society of Gastroenterology

https://www.sgna.org/Connect/Regions

Apps Slacker Personal Radi SmithBucklin Corp Association for Clin SGNA | Society of Gastroenterology MemberSuite - Society of Gastroenterology Doodle: Your Doodle My meetings | GoTo Meeting SurveyMonkey - Log

SGNA Store

Regional Societies

SGNA's Regional Societies offer local networking and educational opportunities across the nation. All voting US members of SGNA are required to become affiliated with a Regional Society. Non-voting members and those residing outside the United States may affiliate with a Regional Society if they wish with an additional fee.

Regional Officers Tab

Regional Directory Regional Events **Regional Officers** Find a Regional Member

Click [here](#) to visit the Regional Officers Resource Page for helpful tools and documents including:

- Regional rosters (viewable by Regional Society Executive Committee members only)
- Regional President's Memo
- Regional re-chartering information
- SGNA Headquarters resources for Regional Board of Directors and more

Website sponsored by
OLYMPUS
Your Vision, Our Future

Windows taskbar: 9:56 AM 10/30/2018

Regional Officers Resource Center

SGNA | Society of Gastroenterology & Endoscopy

https://www.sgna.org/Connect/Regions/Regional-Officers

Apps Slacker Personal Radio SmithBucklin Corporation Association for Clinical Research SGNA | Society of Gastroenterology & Endoscopy MemberSuite - Society of Gastroenterology & Endoscopy Doodle: Your Doodle My meetings | GoToMeeting SurveyMonkey - Log in

SGNA Store

SGNA


LOGIN
Q SEARCH
ABOUT
LEARN
ATTEND
PRACTICE
CONNECT
JOIN

Facebook Twitter YouTube
LinkedIn Instagram RSS

Website sponsored by
OLYMPUS
Your Vision, Our Future

Regional Officers

Regional Officer Resource Center



Leadership Conference:

Slides from the 2017 Leadership Conference are now available.

ABCGN Update
Applying for Contact Hours
Hosting A Regional Conference: What You Need to Know
Tips and Tools to Help You Manage Your Regional Finances
House of Delegates

Windows taskbar: 9:57 AM 10/30/2018

Resources for You

SGNA Headquarters Resources

SGNA

LOGIN

SEARCH

ABOUT

LEARN

ATTEND

PRACTICE

CONNECT

JOIN

SGNA Headquarters' Resources

- How to Download Your Regional Mailing Labels
- Regional Society Model Bylaws
- Sample Budget Template
- Interactive Regional Marketing Flyer Template for events without contact hours
- Interactive Regional Marketing Flyer Template for events with contact hours

Website sponsored by

OLYMPUS

Your Vision, Our Future

9:58 AM
10/30/2018



Crucial Conversations

Catherine Bauer RNBS, MSN, MBA,
CGRN, CFER
SGNA President

- The Society of Gastroenterology Nurses and Associates, Inc. is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's (ANCC) Commission on Accreditation.
- Disclosure: Relationships with commercial interest organizations whose products are related to program content include:

Objectives

- Demonstrate ways to effectively communicate
- List examples of situations that warrant crucial conversations



The challenge of
LEADERSHIP

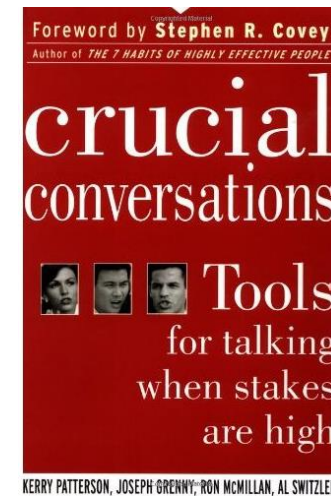
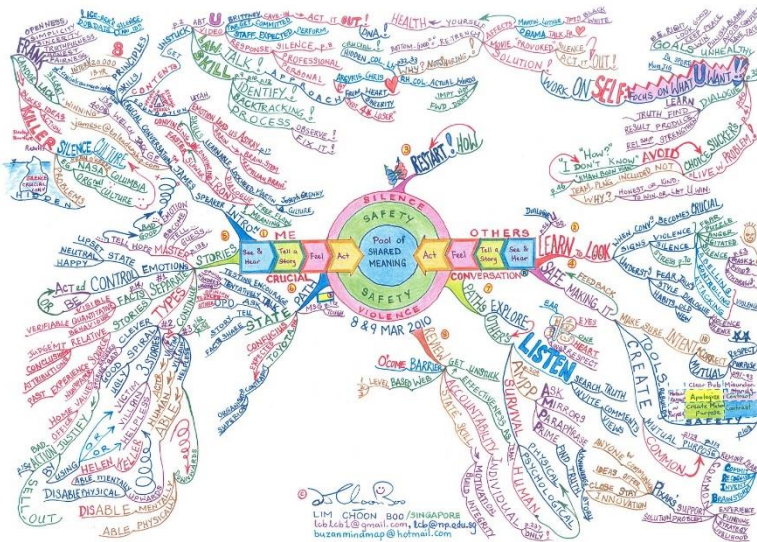
is to be strong, but not rude;
be kind, but not weak;
be bold, but not bully;
be thoughtful, but not lazy;
be humble, but not timid;
be proud, but not arrogant;
have humor, but without folly.

— Jim Rohn

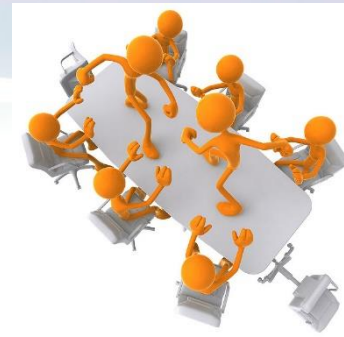
Simple Reminders
SIMPLEREMINDERS.COM

3 Elements of Crucial Conversation

- Stakes are High
- Opinions Vary
- Emotions run Strong



Exercise 1



- In your groups, brainstorm some of the types or people you find most difficult. Don't talk about specific people, but types of people. For example: someone refuses to take ownership of a problem or someone that is disruptive to the meeting
- In your groups, take 5 minutes to choose one of the types you find most difficult and give that type a creative name. Be prepared to share with the rest of the room
- In your group, take 5 minutes to describe the things this type of person does that made you choose the name you did. Be prepared to share with the rest of the room

CRIB

- **C**ommit to Seek Mutual Purpose
- **R**ecognize the Purpose Behind the Strategy
- **I**vent a Mutual Purpose
- **B**rainstorm New Strategies

Power of Dialogue

- Dialogue: The free flow of meaning between two or more people

Unhealthy Motives

- Be Right
- Look good/save face
- Win
- Punish, blame
- Avoid conflict

Motives of Dialogue

- Learn
- Find the truth
- Produce results
- Strengthen relationships

Stay focused on What you really want

- What do I want for me?
- What do I want for others?
- What do I want for the relationship?

Exercise 2

- Take 5 minutes with your group:
 - > Discuss a true situation that you need to address
 - > Develop a script
 - > Prepare to present how you decided to handle the situation



Leadership Menu

Communication

Communicative leaders understand the need for constant, clear, and open communication. They recognize the gaps that can exist between their intent and the perception of their communications.

\$ Invaluable

Collaboration

Collaborative leaders set aside ego and the need to lead in favor of drawing out the unique talents and diversity of each group. They create an environment of safety and trust, where every idea can be heard, and they allow the best idea to win in the end.

\$ Priceless

Enable

Enabling leaders create clear expectations and processes but still allow others to find their own solutions to the challenges they presented with. They follow up consistently and provide appropriate information, resources and support.

\$ Treasured

Humility

Humble leaders care more about results than who gets credit. They are ambitious, not for personal gain, but only for the success of the organization. They are patient with others and don't give in to feelings of superiority.

\$ Rare

Conviction

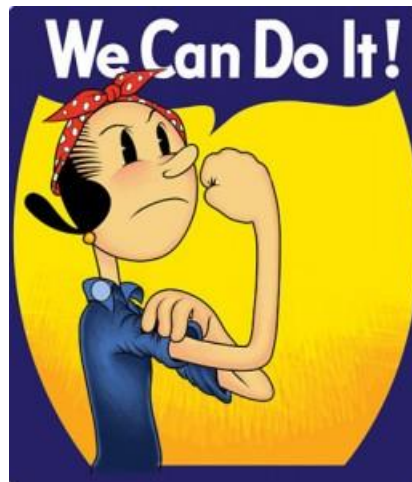
Leaders with conviction are persistent and consistent with their effort. They exhibit tremendous personal determination to succeed. They are passionate about their work, their commitment to excellence and their drive to help others succeed.

\$ Cherished

Summary

- Crucial Conversations are not easy
- Crucial Conversations need practice/experience
- Crucial Conversations take leadership skills
- Crucial Conversations set the direction for future relationships
- Crucial Conversations should not be avoided

**WE GOT
THIS.**



Questions





Healthy and Successful Regional Society Leadership

Lea Anne Myers, MSN RN CGRN

How many of you this is this
your first time serving on the
regional board?

How many of you have served
on your regional board for
multiple terms?

Healthy and Successful Succession Planning

- Intentional action
- Doesn't just happen

Why is a strong board important to your region?

Safeguard
the
Mission /
Vision



Why is a strong board important to your region?

Set
the
strategy



Why is a strong board important to your region?

Effectively oversee the work of the organization



Succession Planning

Benefits

- Keeps new & fresh ideas coming in

Pitfalls

- Overburden and burn out of volunteers

Succession Planning

Benefits

- Vital to the success of the organization

Pitfalls

- Stale and unsustainable organization

Succession Planning

Benefits

- Allows for effective leadership training and transitions

Pitfalls

- Mismatch of person in the role

Succession Planning

Benefits

- Identify and retain top talent

Pitfalls

- They'll find somewhere else to use their talents

Succession Planning

Benefits

- Ensure growth of the organization and your members

Pitfalls

- Hampers growth

How do you identify future board members?

1. Get to know your members and those who should be members
2. Get to know the facilities in your region
3. Intentionally look for people who fit the needs

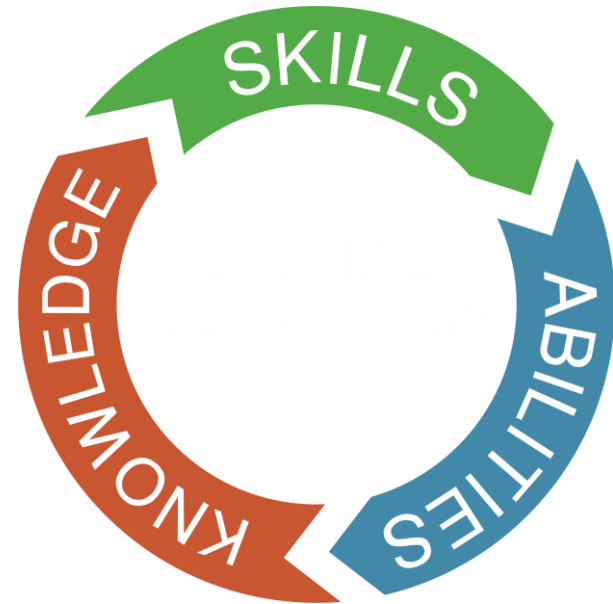


Remember
that
recruitment
is a sales
job

Understand why people volunteer

- They care about the issues that our organization addresses
- External recognition &/or internal good feeling
- Pay it forward
- Gain experience / credentials
- It's fun
- Social aspects / networking
- Makes them feel needed

Understand why people say “No”



**WHAT
DO
YOU
EXPECT**



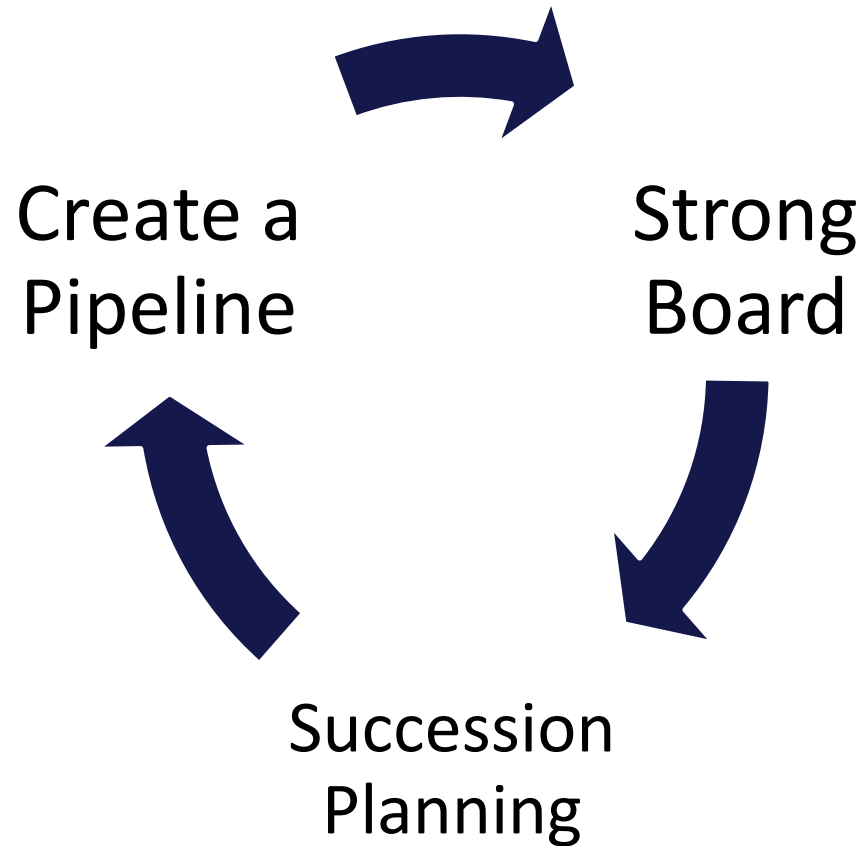
How to get them to say “yes”

Appeal to their motivations
Remember that
What's in it for them
recruitment is a
sales job

Create a Pipeline

- Search for your replacement
- Get mentored and be a mentor
- Don't rely solely on passive methods such as "call for nominations"
- Diversity is important
- No room for "that's the way we've always done it"

Create a Culture that Embraces Succession Planning



My Personal Journey

- Guilted into filling a sudden vacancy
- Learned from peers / Formal & informal mentoring
- Presentor
- Certification
- MSN
- Developed leadership qualities
- Networking

Healthy and Successful Succession Planning

- Intentional action
- Doesn't just happen





thank
YOU

Lea Anne Myers, MSN, RN, CGRN
SGNA President-Elect
drmfwin@msn.com



Thank you for joining us this year!