



ON THE SAME PAGE PLANNER™ Nursing VP LIFE PLAN

VISION

Innovator of holistic nursing care delivery

LIFE PURPOSE

Help people understand the joy of work well done

VALUES

- Honesty
- Faith in Action
- Compassion
- Seek challenges: dedicated
- Life long learning

CAREER MISSION

Equip healthcare providers to deliver quality patient care

WORK ENVIRONMENT

- Variety/busy high energy
- Boss to give clear directions/parameters
- Time alone
- Reward of a personal nature
- Involvement in decisions that affect me

STAKEHOLDERS/GOALS

- Dept. Heads – build a strong rapport
- Nursing managers – develop/ recruit top performers
- Administration team – role clarity, work balance and better relationships
- Board members – educate on key issues
- Physicians - Improve communication and their impact on the quality of patient care
- Get more involved and network "benchmark" with other organizations
- Physical – a structured program to improve my physical and financial health
- Emotional – develop a networking of relationships in addition to family and work, participate in SS activities, participate in Faith training
- Spiritual – identify a place for study and research and meditation

STRENGTHS

- Develop skills/knowledge
 - Resource
 - Source of knowledge and support
- Long-term planning
 - Trends in industry
 - Prioritize
 - Research
- Development and motivation of others
 - Inspires team spirit
 - Recognize talent
 - Establish clear picture

LESSONS TO LEARN

- Time and project management
 - Start and finish on time
- Solve problem with people without fuss
- Perception of not being involved with staff
- Tunnel vision/nursing
- Public speaking
 - Sell ideas

OPPORTUNITIES

- Southern Union Program Expansion
- MSA
- Renovation/Equipment
- Progressive Physician Leadership
- Admission Process
- Growth in Service
- Active Board: Involved
- Tennis
- Pool
- Gym with Spouse
- SS Class

THREATS

- BBA
- Nursing shortage
- Morale
- Medical Staff Autonomy
- Extended Family
- 3 Year Turnover
- Current Staff resentment of recruitment incentives

OBJECTIVES

- Master in Administration/Education by 3 years
- Certified Nursing Administrator by 3 years
- Advanced Certified Nursing Administrator
- Develop internal RN/LPN recruiting and program
- Publish visionary care AJN, Nursing management
- Presentation at State level /Nursing Classes 2002
- *Lexus 2003 (SC convertible)
- Financial goals Retirement planning this year

THUNDERBOLTS!

- **100% Staffed by December. (2 new nurses each month.)**
- **90% retention rate for next 18 months (10% turnover)**

CRITICAL ISSUES/KEY DECISIONS

- Time and project management
 - Paper management
 - Assistant to develop sort system
 - Evaluate information not needed
 - 8 hours/week to paper management
 - Clean a file drawer a week
- Retention of nursing staff
 - 8 hours a week with frontline employees
 - Administration to round a minimum of quarterly
 - System with managers to get critical information communicated re: family issues
 - Night shift activity quarterly
 - Email report on rounds
 - * Capitalize on smallness of hospital
 - Move Nursing leaders to central area