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Welcome!

1st Annual Nursing Summit

November 7, 2024

A focus on nursing-driven solutions to address the nursing workforce in South Dakota



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align | act | ignite

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Session 1

align CONNECT + UNITE

Connect before you correct...

Let's Connect!

Question #1

Why did you get into nursing or healthcare?



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Let's Connect!

Question #2

**What is the best piece of advice
you've ever gotten and why?**



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Let's Connect!

Question #3

What is something you are grateful for in your life today?

Mingle!



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Let's Connect!

Question #1

**What is your favorite
book/movie/show and why?**



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Let's Connect!

Question #2

**If you could instantly gain one skill,
what would it be and why?**

Let's Connect!

Question #3

**What are you hoping for
from today?**

Let's Connect!

Questions

1. What is a strength you have and how do you use it?
2. One word to describe how you are feeling today entering this space today?

Sharing Our Space



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Orientation

Table Materials

Today's Process

Team Roles

Slides + Yellow Boxes

SHARED PURPOSE

Create and agree on practical tools and actions for a more engaged and effective work environment, and to rekindle the passion and purpose in our nurses

How We Will Work Together

No titles

No egos

No judgements

No assumptions

No interruptions

No fear

No confusion

Only humans

Only humility

Only curiosity

Only questions

Only listening

Only courage + sharing

Only candor + clarity



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BREAK

Taking Action Worksheet

I can't change the direction of the wind, but I can adjust my sails to always reach my destination.



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Session 2

align SECURE THE FOUNDATION



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FOUNDATION

An underlying basis. A body or ground upon which something is built up or overlaid.

+9%

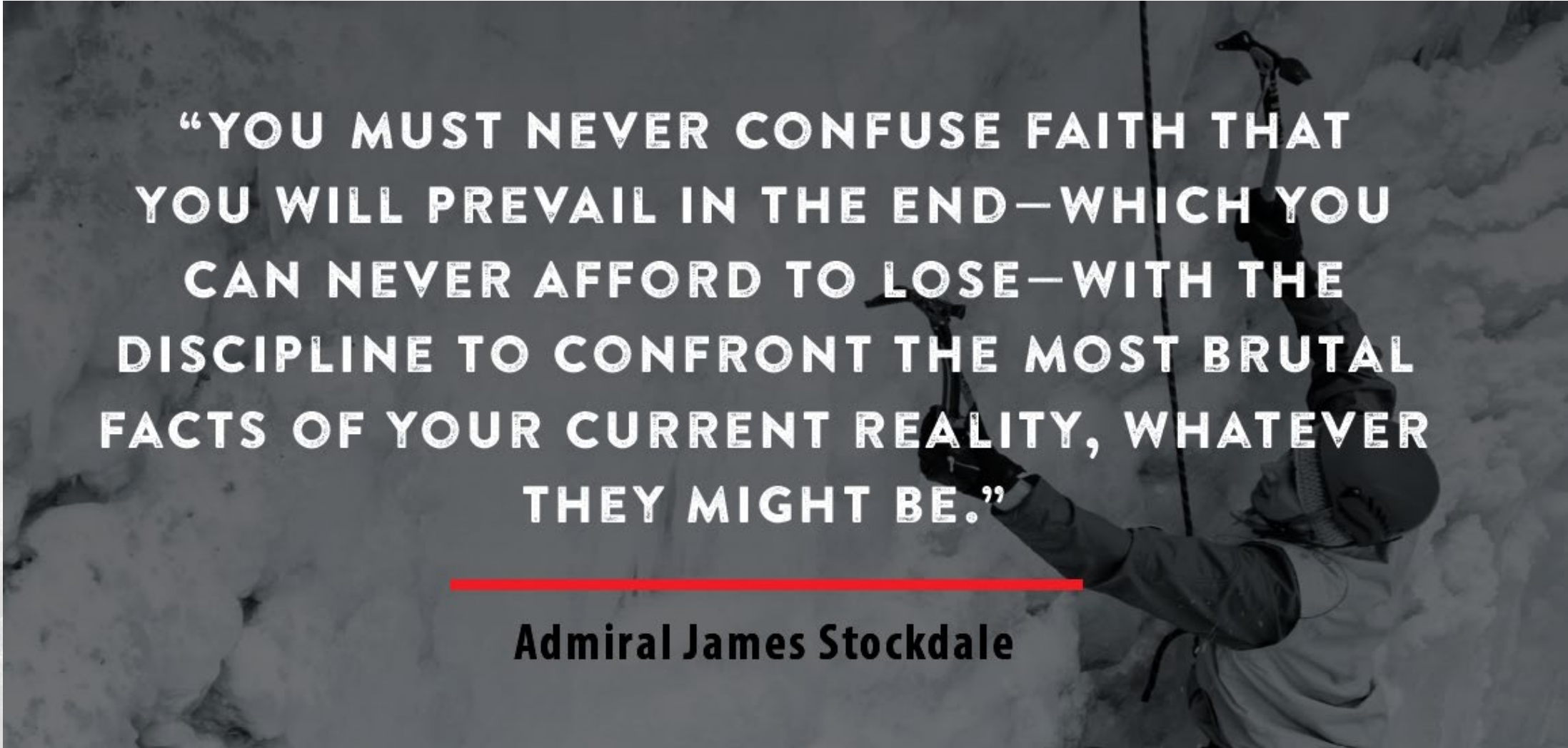
War on Talent + The Shift Back to Employer
Future of Work, Today – Faster Than Ever
Human + Workforce Sustainability



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ALIGN: BRUTAL FACTS

**Hard truths. Reality. Facts, not opinions.
Conditions for tremendous momentum.**

A person in a dark jacket and helmet is rappelling down a rope against a cloudy sky. The person's arms are extended, holding the rope. The background is a soft-focus view of a city with trees and buildings.

**“YOU MUST NEVER CONFUSE FAITH THAT
YOU WILL PREVAIL IN THE END—WHICH YOU
CAN NEVER AFFORD TO LOSE—WITH THE
DISCIPLINE TO CONFRONT THE MOST BRUTAL
FACTS OF YOUR CURRENT REALITY, WHATEVER
THEY MIGHT BE.”**

Admiral James Stockdale



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ALIGN: FOUNDATIONAL FACTS

What are the greatest issues + problems
you are facing in nursing today?

WHAT DID YOU HEAR?



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NOURISH

TIME TO REFUEL

CONNECTION QUESTIONS

What new perspective have you gained?

What is something that you've learned?



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Session 3

act STEP INTO ACTION

GROUPINGS

“Will I go through the change or
grow through the change?”

- John C. Maxwell



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“What got us here won’t
get us there.”

- Marshall Goldsmith



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INNOVATION

An introduction of something new.

A new solution for something.

“Innovation is the **process** of bringing about new ideas, methods, or solutions that create value to meaningful problems.”

+1%

The Challenges of Change: Capacity

Leader Culture: **How We Think, Act, Interact**

The Modern Leader – ~~Growth~~ Benefit Mindset

BAKE THE CAKE



**DO NOT SOLVE
THE PROBLEM**



ACT: AWARENESS CREATES CHOICE

What are the 2-3 biggest priorities?

The 3 biggest strategies for impact.

The largest levers of change.

“Action springs **not** from thought, but from a readiness for responsibility.”

- Dietrich Bonhoeffer



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+1-10%

Small Steps = Big Mo (Rome)

Big Steps = Cascade Effect (revolution)

#1 Purposeful Actions (shared purpose)



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Today ~ Tomorrow

**GO! SOLVE
THE PROBLEM**



ACT: CLARITY CREATES ACTION

How do we move forward?

**What 2-3 actions do we need to take on
each priority/strategy?**

Taking Action Worksheet

BREAK

Lead by example. Inspire by action.



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Session 4

ignite RENEW + ENERGIZE

50%

39 % serious heart condition

1.5 x strong mgmt. = financially outperform

Death of a spouse...

56%

Experiencing symptoms of burnout...

Nurse managers play a decisive role in promoting well-being at work

IGNITE: Purpose #1

Doing meaningful work is a top reason to stay, nurse respondents said.

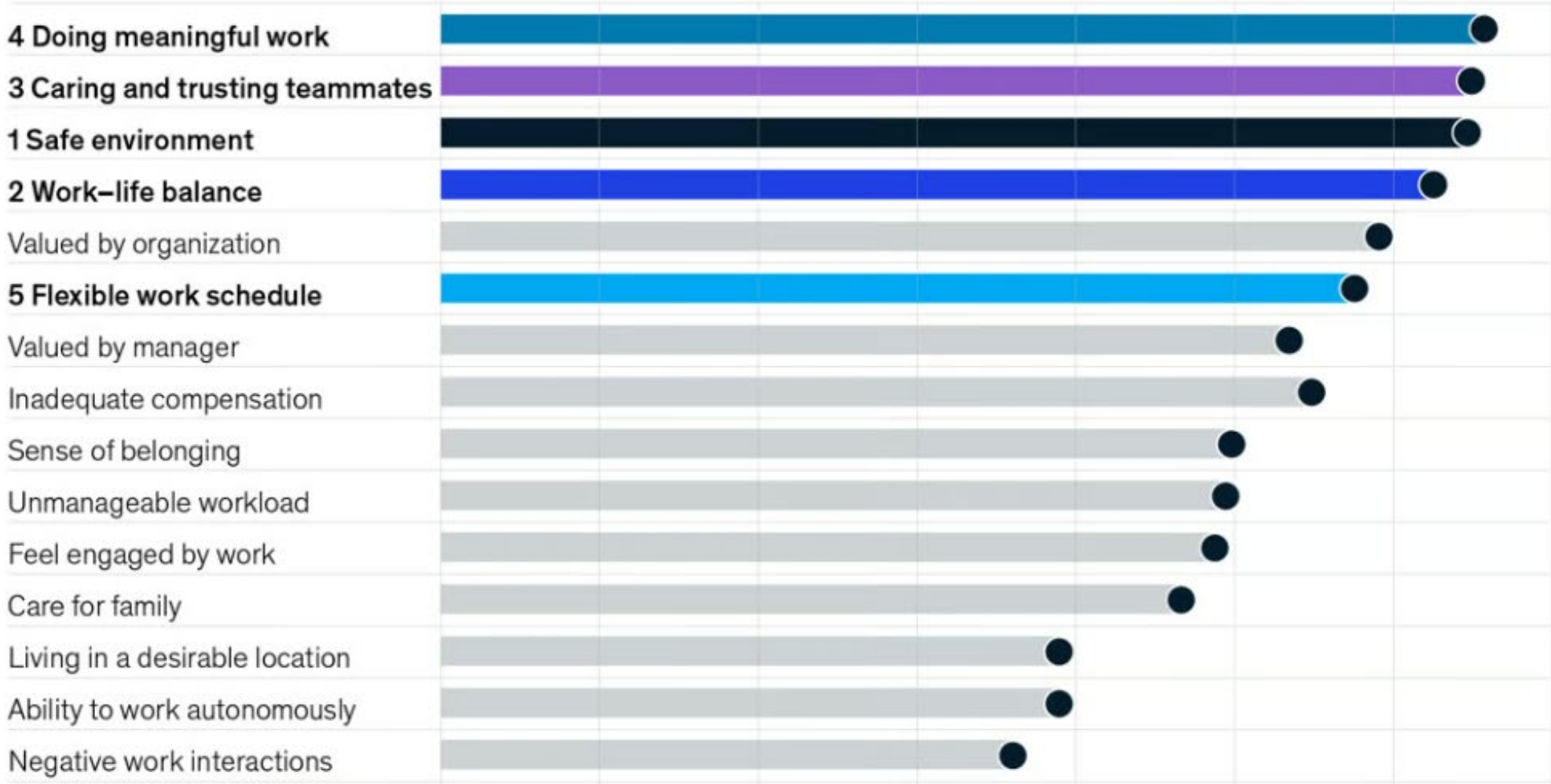
McKinsey & Company, May 2022



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For nurses likely to stay,¹ factors affecting surveyed nurses' decisions about whether or not to stay in current position, % of respondents ranking factor as important (n = 376)





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100%

You.

Career Passion + Purpose Worksheet



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Us.

3 ways to take action, together.

1. **Our Collective Work** | Tell Your Team
2. **Taking Action Worksheet** | Your Organization + Leadership
3. **Igniting Purpose + Passion Worksheet** | You + Your Team



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CLOSING STATEMENTS
CELEBRATE!