
Fellows of the American Association of Nurse Practitioners Vision & Key Strategies 2017 - 2020

*What must we do over the next 3 years to maximize the contributions of
Fellows of the American Association of Nurse Practitioners?*

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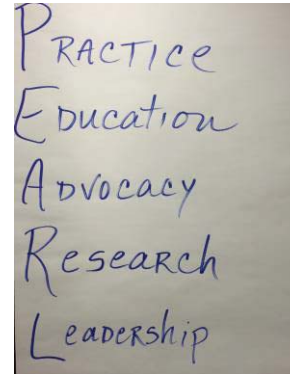
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HOPES & EXPECTATIONS FOR SESSION

- ▶ Establish a vision of where we want Fellows to be. How do we engage 600+?
- ▶ Increase visibility of Fellows activities
- ▶ Keep FAANP inspiring, maintain fellowship, remain inspiring
- ▶ Consider regional forums for sharing
- ▶ Develop rapid response group to develop position statements that are loud and clear
- ▶ Make it easy for people to be involved
- ▶ Find ways to engage ALL Fellows
- ▶ Make sure we build a convening infrastructure to engage all. Push, encourage “new” people.
- ▶ Cherish our past, build on it, as we change and energize our organization
- ▶ Be realistic about what we can really do
- ▶ Be a collaborative arm – Fellows can pivot off of AANP specialty efforts and groups

AANP STRATEGIC PLAN UPDATE:

**Practice
Education
Advocacy
Research
Leadership**







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What does this call FAANP to do?

- ▶ The most important thing: ensuring the quality of the NP pipeline – What got us here won't work in the future. Call it out. Don't be afraid to put out controversial statements regarding education
- ▶ We must have VOICE. Present a compelling “sound the alarm”, and come up with sensible solutions
- ▶ We need to be sure we have depth and breadth to succeed
- ▶ We must come across as collaborators
- ▶ Work with accrediting bodies on standards and quality. Get our Fellows placed on higher level committees
- ▶ let others know what role FAANP is playing in leading health care
- ▶ Develop a rapid response team – ensure we have the capacity to respond to key HC issues with a comprehensive statement within one day. Disseminate through contemporary channels
- ▶ Provide webinars
- ▶ Data = power: AANP has research agenda. Provide leadership & publish
- ▶ Ensure we have an infrastructure that supports all of the above
- ▶ Increase our efficiency by utilizing the energy of our 600+ fellows. Expand engagement & involvement.
- ▶ Develop new leadership through our mentorship program.

REFLECTION ON THE PAST:

2010 STRATEGIC PRIORITIES, 3-YEAR SUCCESS INDICATORS

<i>Strategic Priority</i>	<i>3-Year Success Indicators</i>
<p><i>Refine organizational infrastructure</i></p> 	<ul style="list-style-type: none"> ▶ <i>Position on BOD of AANP rep. Fellows</i> ■ ▶ <i>Increased participation of all Fellows</i> ■ ▶ <i>Fellows know about FAANP functions & available contributions</i> ■■ ▶ <i>Business Plan implemented: org structure supports SP; budget & funding supports SP</i> ■ ▶ <i>Impact dashboard metrics improved</i> ■
<p><i>Develop & export our knowledge & expertise</i></p> 	<ul style="list-style-type: none"> ▶ <i>Interactive database of FAANP expertise (incl legis., HC boards, etc.)</i> ■ ▶ <i>Writing teams for grants & publications</i> ■ ▶ <i>Research agenda developed</i> ■ ▶ <i>Funded resource center</i> ■
<p><i>Strengthen mentoring & leadership development</i></p> 	<ul style="list-style-type: none"> ▶ <i>Well developed, defined & operationalized mentoring program - eval. & modified annually</i> ■■ ▶ <i>Secure resources: financial & intellectual partner, FTE AANP</i> ■ ▶ <i>Leadership Academy created & implemented</i> ■
<p><i>Optimize our influence & visibility</i></p> 	<ul style="list-style-type: none"> ▶ <i>NP candidates for local, state & Fed office have been ID'd & supported</i> ■■ ▶ <i>2 written international collaborative relationships</i> ■ ▶ <i>Diverse fellow rep. on natl & intl HC forums</i> ■ ▶ <i>Media campaign in place</i> ■■

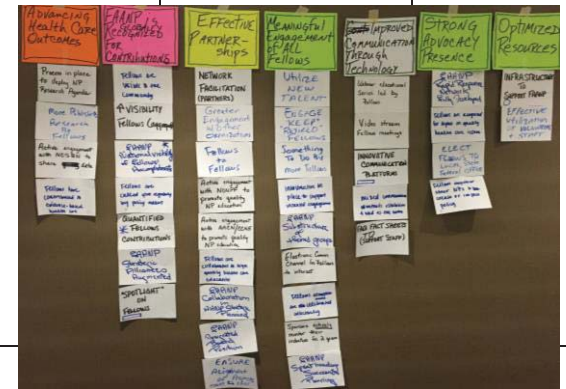
- = No progress
- = Some progress, not completed
- = Completed

REFLECTION ON PAST STRATEGIC PLAN

Major Accomplishments	Setbacks	Key Learnings/ Insights
<ul style="list-style-type: none"> ● Increased visibility of FAANP within AANP ● Increased diversity of the membership of FAANP ● We have kept to the diversity mission for FAANP ● We have a process to honor outstanding Fellows ● Our newsletter is phenomenal ● We now have dues alignment ● We are one state away from 50 state representation ● Honorary members ● Added Fellows participate in National Conference Chair Award ● More robust meetings – growing numbers – people come back ● Website improvements 	<ul style="list-style-type: none"> ● Succession planning ● We're an organization within an organization & need authorization to act on things we want to do ● Financial challenges ● Some Fellows just want the initials – don't embrace the mission ● Not enough diversity among Fellows ● Challenges with culture, leadership & political transitions of merger 	<ul style="list-style-type: none"> ● Growth is both a success and an challenge ● How big do we want to get? – Challenging to have full engagement as numbers grow. ● Technology infrastructure needs to keep evolving ● Staffing challenges as we continue to grow ● We have potential power – we want to harness it ● FAANP supports AANP

PRACTICAL VISION: What do we want to see in place in 2020 as a result of our actions?

Advancing health care outcomes	FAANP is globally recognized for contributions	Effective partnerships	Meaningful engagement of ALL Fellows	Improved communication through technology	Strong advocacy presence	Optimized resources
<ul style="list-style-type: none"> Process in place to deploy NP research agenda More published research by fellows Active engagement with NCSBN to share data Fellows have contributed to evidence based health care 	<ul style="list-style-type: none"> Fellows are visible to the community Increased visibility of Fellows (aggregate) FAANP national visibility of Fellows' accomplishments 	<ul style="list-style-type: none"> Network facilitation (partners) Greater engagement with other organizations Fellows to Fellows Active engagement with NONPF to promote quality NP education Fellows are collaborators in high quality health care education FAANP collaboration in AANP strategic planning FAANP designated board position Ensure alignment of projects FAANP ↔ AANP 	<ul style="list-style-type: none"> Utilize new talent Engage "Keep retired" Fellows Something to do by more Fellows Infrastructure in place to support increased engagement FAANP substructure of themed groups Electronic communication channel for Fellows to interact Fellows accomplishments are celebrated collectively Sponsors Actively mentor their inductees for 2 years FAANP spearheading succession planning 	<ul style="list-style-type: none"> Webinar educational series led by Fellows Video stream Fellows' meetings Innovative communication platforms Mixed communication methods established and used as the norm FAQ fact sheets to support staff 	<ul style="list-style-type: none"> FAANP Rapid Response Network fully developed Fellows are recognized for input on quality health care issues Elect Fellows to local, state, federal office Fellows empower other NPs to create or impact policy 	<ul style="list-style-type: none"> Infrastructure to support FAANP Effective utilization of volunteers & staff








SITUATION ANALYSIS

Consideration of those things that will impact movement toward our vision. . .

INTERNAL		External	
Strengths	Weaknesses	Opportunities	Threats
<ul style="list-style-type: none"> • Institutional memory • Passion • Unlimited brain resources • Big collection of leadership skills • We are embedded/ part of the largest NP professional organization • Increasing #s of Fellows • Respect and care for each other • Phenomenal support staff • Good process for selection of Fellows • We're not afraid to assess what we do and improve on it • Commitment of AANP to FAANP 	<ul style="list-style-type: none"> • People are busy • We're all leaders • Growth is too rapid • We are geographically dispersed • Communication patterns don't work for everyone • Increasing #s of Fellows – not everyone is engaged • Need to increase revenues • We cannot compete with AANP for \$\$ 	<ul style="list-style-type: none"> • Changing HC environment • Establish partnerships • Growing recognition of NP • Increased voice • Grant opportunities • Policy leadership • Advancing technology • Boards that need representation of NP • International respect • Opportunities to be proactive • Opportunities to be nimble with our responses • NP training programs lacking quality 	<ul style="list-style-type: none"> • Changing HC environment • Turf battles with organized medicine, physician assistants, etc. • Competing nursing organizations • Complacency • Legislators, bureaucrats who don't understand HC, yet set policy that impacts HC • Insurance • Outdated CMS regulations • NP lack full practice authority in some states • Payment disparity • NP training programs lacking quality • Diluting the "Fellow" brand
What will block us from success?			Key challenges ahead
<ul style="list-style-type: none"> • Policy • Not recognized as experts • Apathy, Stagnation, burnout • Not enough money, time, ability • Confusion about FAANP's role, the ANA, AANP and other professional group roles • Humility – failure to tell our story • Traditional hierarchical roles • Expectations – ambiguity, Unexpressed expectations • Changes in the workforce • IT expertise – resistance to learn, inability to advance • Skill set to advocate – confidence • Hesitance to be political – perceived conflicts of interest with work settings and political advocacy • Turf wars • Don't know how to tap into resources • Board that is not aligned or ineffective 			<ul style="list-style-type: none"> • Communication • Get technology right • Measure and communicate the impact of FAANP • How to get Fellows to open communications, respond and engage • How to adapt communication to Fellows • Membership management (repetitive queries, dues collection, etc) • Clarity of expectations • Continued effective leadership • Controlled growth • Impact education (guardianship of professional preparation) • Impact legislation • Collaborate with others

KEY STRATEGIES: CREATING PATHWAYS TO SUCCESS

KEY STRATEGIES	Success Indicators 2020
<p>Refine communication strategies</p> 	<ul style="list-style-type: none"> • Digital repository (secure) of all Fellows information, calendar, events, etc • Scheduled electronic educational offerings for members and public available. • Coherent use of all media with continuous current innovations. <p><i>Steven, Sharon, Deb</i></p>
<p>Grow New Leaders</p> 	<ul style="list-style-type: none"> • Refreshed leadership framework • New faces in leadership positions • Increased opportunities & engagement of all Fellows • Transitional pathways for leadership development <p><i>Mary Jo, Phyllis, Cindy, Dave</i></p>
<p>Provide stewardship for the profession</p> 	<ul style="list-style-type: none"> • Ensure NP competency – partner with education, certification & accred bodies for CQI • Serve as resource to legislative bodies to facilitate universal adoption of LACE • Promote translational science to meet ever changing HC landscape • Develop rapid response system <p><i>Lorraine, Jean Dian E</i></p>
<p>Optimize health outcomes</p> 	<ul style="list-style-type: none"> • Meaningful dissemination of research • Preferred participants on policy making boards & commissions • Direction setters for HP agendas • Develop syndicated columns for health care topics • Develop rapid response teams for HC issues • Become preferred resource & mentors for outcome application to NP & primary care practice <p><i>Lissa, Judy, Susan</i></p>
<p>Ensure effective resources</p> 	<ul style="list-style-type: none"> • Continuous alignment with AANP policies/ procedures • Discern resources that are available to Fellows only • Fellow grant opportunity • Development of business plan for key initiatives that is in alignment with AANP <p><i>Joyce, Mary Ellen, Diane, Kat</i></p>