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?
September 21, 2016

<table>
<thead>
<tr>
<th>Board Members</th>
<th>Participants</th>
<th>Facilitator: Mary Flanagan, Strategy &amp; Leadership, LLC</th>
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<tbody>
<tr>
<td>Phyllis Adams</td>
<td>Cindy Cooke</td>
<td>Joyce Knestrick</td>
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<td>Jean Aetker</td>
<td>Dian Evans</td>
<td>Diane Padden</td>
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<td>Lissa Barker</td>
<td>Stephen Ferrara</td>
<td>Charon Pierson</td>
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<td>Judy Berg</td>
<td>Mary Jo Goolsby</td>
<td>Lorraine Reiser</td>
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<td>Susan Buchholz</td>
<td>Dave Hebert</td>
<td>Mary Ellen Roberts</td>
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<td>Deb Kiley</td>
<td>Kat Van Duyn</td>
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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

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

<table>
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<tr>
<th>Strategic Priority</th>
<th>3-Year Success Indicators</th>
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<tr>
<td>Refine organizational infrastructure</td>
<td>- Position on BOD of AANP rep. Fellows ■</td>
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<td>- Increased participation of all Fellows ■</td>
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<td></td>
<td>- Fellows know about FAANP functions &amp; available contributions ■</td>
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<td></td>
<td>- Business Plan implemented: org structure supports SP; budget &amp; funding supports SP ■</td>
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<td>- Impact dashboard metrics improved ■</td>
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<td>Develop &amp; export our knowledge &amp; expertise</td>
<td>- Interactive database of FAANP expertise (incl legis., HC boards, etc.) ■</td>
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<td>- Writing teams for grants &amp; publications ■</td>
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<td>- Research agenda developed ■</td>
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<td>- Funded resource center ■</td>
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<tr>
<td>Strengthen mentoring &amp; leadership development</td>
<td>- Well developed, defined &amp; operationalized mentoring program - eval. &amp; modified annually ■</td>
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<td>- Secure resources: financial &amp; intellectual partner, FTE AANP ■</td>
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<td>- Leadership Academy created &amp; implemented ■</td>
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<td>Optimize our influence &amp; visibility</td>
<td>- NP candidates for local, state &amp; Fed office have been ID’d &amp; supported ■</td>
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<td>- 2 written international collaborative relationships ■</td>
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<td>- Diverse fellow rep. on natl &amp; intl HC forums ■</td>
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<td>- Media campaign in place ■</td>
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■ = No progress
■ = Some progress, not completed
■ = Completed
## REFLECTION ON PAST STRATEGIC PLAN

<table>
<thead>
<tr>
<th>Major Accomplishments</th>
<th>Setbacks</th>
<th>Key Learnings/ Insights</th>
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<tbody>
<tr>
<td>Increased visibility of FAANP within AANP</td>
<td>Succession planning</td>
<td>Growth is both a success and an challenge</td>
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<tr>
<td>Increased diversity of the membership of FAANP</td>
<td>We’re an organization within an organization &amp; need authorization to act on things we want to do</td>
<td>How big do we want to get? – Challenging to have full engagement as numbers grow.</td>
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<tr>
<td>We have kept to the diversity mission for FAANP</td>
<td>Financial challenges</td>
<td>Technology infrastructure needs to keep evolving</td>
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<tr>
<td>We have a process to honor outstanding Fellows</td>
<td>Some Fellows just want the initials – don’t embrace the mission</td>
<td>Staffing challenges as we continue to grow</td>
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<tr>
<td>Our newsletter is phenomenal</td>
<td>Not enough diversity among Fellows</td>
<td>We have potential power – we want to harness it</td>
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<td>We now have dues alignment</td>
<td>Challenges with culture, leadership &amp; political transitions of merger</td>
<td>FAANP supports AANP</td>
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<td>We are one state away from 50 state representation</td>
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<td>Honorary members</td>
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<td>Added Fellows participate in National Conference Chair Award</td>
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<td>More robust meetings – growing numbers – people come back</td>
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<td>Website improvements</td>
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PRACTICAL VISION: What do we want to see in place in 2020 as a result of our actions?

<table>
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<tr>
<th>Advancing health care outcomes</th>
<th>FAANP is globally recognized for contributions</th>
<th>Effective partnerships</th>
<th>Meaningful engagement of ALL Fellows</th>
<th>Improved communication through technology</th>
<th>Strong advocacy presence</th>
<th>Optimized resources</th>
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| • 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 | • Fellows are visible to the community  
• Increased visibility of Fellows (aggregate)  
• FAANP national visibility of Fellows' accomplishments | • 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 | • 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 | • 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 | • 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 | • Infrastructure to support FAANP  
• Effective utilization of volunteers & staff |
**SITUATION ANALYSIS**

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

<table>
<thead>
<tr>
<th>INTERNAL</th>
<th>Weaknesses</th>
<th>Opportunities</th>
<th>External</th>
<th>Threats</th>
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<tr>
<td><strong>Strengths</strong></td>
<td><strong>Weaknesses</strong></td>
<td><strong>Opportunities</strong></td>
<td><strong>External</strong></td>
<td><strong>Threats</strong></td>
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<tr>
<td>Institutional memory</td>
<td>People are busy</td>
<td>Changing HC environment</td>
<td>Changing HC environment</td>
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<tr>
<td>Passion</td>
<td>We’re all leaders</td>
<td>Establish partnerships</td>
<td>Turf battles with organized medicine, physician assistants, etc.</td>
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<td>Unlimited brain resources</td>
<td>Growth is too rapid</td>
<td>Growing recognition of NP</td>
<td>Competing nursing organizations</td>
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<td>Big collection of leadership skills</td>
<td>We are geographically dispersed</td>
<td>Increased voice</td>
<td>Complacency</td>
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<td>We are embedded/ part of the largest NP professional organization</td>
<td>Communication patterns don’t work for everyone</td>
<td>Grant opportunities</td>
<td>Legislators, bureaucrats who don’t understand HC, yet set policy that impacts HC</td>
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<tr>
<td>Increasing #s of Fellows</td>
<td>Increasing #s of Fellows – not everyone is engaged</td>
<td>Policy leadership</td>
<td>Insurance</td>
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<td>Respect and care for each other</td>
<td>Need to increase revenues</td>
<td>Advancing technology</td>
<td>Outdated CMS regulations</td>
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<td>Phenomenal support staff</td>
<td>We cannot compete with AANP for $$</td>
<td>Boards that need representation of NP</td>
<td>NP lack full practice authority in some states</td>
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<td>Good process for selection of Fellows</td>
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<td>International respect</td>
<td>Payment disparity</td>
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<td>We’re not afraid to assess what we do and improve on it</td>
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<td>Opportunities to be proactive</td>
<td>NP training programs lacking quality</td>
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<td>Commitment of AANP to FAANP</td>
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<td>Opportunities to be nimble with our responses</td>
<td>Diluting the “Fellow” brand</td>
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**What will block us from success?**

- 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

**Key challenges ahead**

- 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

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<th>KEY STRATEGIES</th>
<th>Success Indicators 2020</th>
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<tr>
<td>**Refine communication</td>
<td>- Digital repository (secure) of all Fellows information, calendar, events, etc&lt;br&gt; - Scheduled electronic educational offerings for members and public available.&lt;br&gt; - Coherent use of all media with continuous current innovations.</td>
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<td><strong>Steven, Sharon, Deb</strong></td>
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<td><strong>Grow New Leaders</strong></td>
<td>- Refreshed leadership framework&lt;br&gt; - New faces in leadership positions&lt;br&gt; - Increased opportunities &amp; engagement of all Fellows&lt;br&gt; - Transitional pathways for leadership development</td>
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<td><strong>Mary Jo, Phyllis, Cindy, Dave</strong></td>
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<td><strong>Provide stewardship for the</strong></td>
<td>- Ensure NP competency – partner with education, certification &amp; accred bodies for CQI&lt;br&gt; - Serve as resource to legislative bodies to facilitate universal adoption of LACE&lt;br&gt; - Promote translational science to meet ever changing HC landscape&lt;br&gt; - Develop rapid response system</td>
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<td><strong>Lorraine, Jean Dian E</strong></td>
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<td><strong>Optimize health outcomes</strong></td>
<td>- Meaningful dissemination of research&lt;br&gt; - Preferred participants on policy making boards &amp; commissions&lt;br&gt; - Direction setters for HP agendas&lt;br&gt; - Develop syndicated columns for health care topics&lt;br&gt; - Develop rapid response teams for HC issues&lt;br&gt; - Become preferred resource &amp; mentors for outcome application to NP &amp; primary care practice</td>
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<td><strong>Lissa, Judy, Susan</strong></td>
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<td><strong>Ensure effective resources</strong></td>
<td>- Continuous alignment with AANP policies/ procedures&lt;br&gt; - Discern resources that are available to Fellows only&lt;br&gt; - Fellow grant opportunity&lt;br&gt; - Development of business plan for key initiatives that is in alignment with AANP</td>
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<td><strong>Joyce, Mary Ellen, Diane, Kat</strong></td>
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