
Fellows of the American Association of Nurse Practitioners 2017 Think Tank: FAANP Advancing Stewardship of NP

What must we do over the next 2 years to advance and protect the quality of education, training, and professional practice of Nurse Practitioners?

September 28, 2017

Participants

Jean Aertker
Judy Berg
Nick Burnett

Mona Counts
Janet DuBois
Mary Jo Goolsby

Dave Hebert
Sue Hoyt
Randy Hudspeth

Joyce Knestrick
Diane Padden
Charon Pierson

Lorraine Reiser
Mary Ellen Roberts
Susan Ruppert






Diane Seibert
Lorna Shuman
Anne Thomas
Ken Wysochi

Facilitator: Mary Flanagan, Strategy & Leadership, LLC

HOPES & EXPECTATIONS FOR SESSION

- ▶ Figure out how we can move stewardship forward through the winter meeting with workgroups
- ▶ Set specific goals for stewardship
- ▶ Start at ground – identify worries – set goals and outcomes
- ▶ ID issues before problems arise
- ▶ Focus on what is ripe for Fellows to impact
- ▶ Prioritize – what do we need to move on
- ▶ Millennials – elephant in the room – where are they? How do we engage them?
- ▶ Improve/increase strategic partnerships
- ▶ Increase diversity in leadership of FAANP (age, ethnicity, gender, professional focus, etc.)
- ▶ Get clarity about what we're stewarding
- ▶ ID root passions we have for NP - how do we instill that in the future NP?

2020 STRATEGIC PLAN UPDATE: PROGRESS ASSESSMENT

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 (AANP) • Promote translational science to meet ever changing HC landscape (Indiv. Invest) ■■ • 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(Support AANP) ■■ • 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>

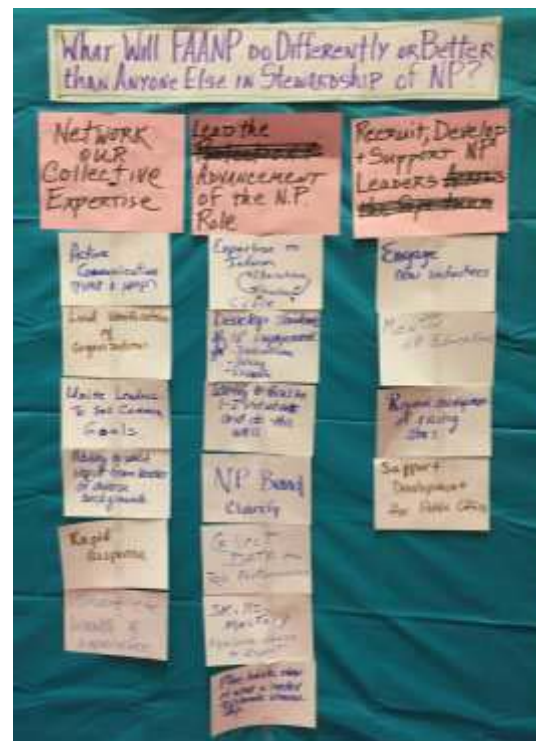
- = No progress
- = Some progress, not completed
- = Completed

FAANP AS THE LEADER OF NURSE PRACTITIONER STEWARDSHIP...

STRENGTHS	BENEFITS OF SUCCESS
<ul style="list-style-type: none"> • Membership – representative of all of the organization • Growth – increased quality • Diversity • Willingness of Fellows to share • Years of expertise & experience • Recognition as leaders • Historical perspective • We're innovators • We're the brain trust • Motivated to protect NP • Value in being a Fellow 	<ul style="list-style-type: none"> • Increased membership in AANP • Increased visibility • Increased recognition – voice • Increased participation for Fellows • Increased diversity of thought • Increased camaraderie • AANP has ready resource to move NP agenda forward • Increased competency • We are the ice breakers – creative disrupters • Career path for young NPs
WEAKNESSES	DANGERS OF SUCCESS
<ul style="list-style-type: none"> • Communication • Size: we're only 17 years old – it has taken us a while to gain the numbers to have any leverage • Age of fellows • We don't understand millennial needs • Perceived as elitists • Disconnect: Fellows & Advanced practitioners • We move ahead without data to support our actions • Capacity of AANP staff • We resist prioritizing 	<ul style="list-style-type: none"> • Finding jobs for new Fellows • Disappointment of new Fellows • More unintended consequences • More chance of failure • Held to higher standards/ expectations • Perception of elitism • Duplication of efforts: Separation – divisiveness • Bigger goals – not enough resources

What will FAANP do differently or better than anyone else in stewardship of NP?

Lead advancement of the NP role	Communicate our collective expertise	Recruit, develop & support NP leaders
<ul style="list-style-type: none"> ▶ Expertise to inform the Education – Practice cycle ▶ Develop standards of NP engagement for publication, policy, research ▶ Identify to focus on 1-2 initiatives and do this well ▶ NP brand – clarify ▶ Collect data on role performance ▶ Skills mastery – measure: novice to expert ▶ More holistic view of what is needed to promote stewardship 	<ul style="list-style-type: none"> ▶ Active communication (FAANP & AANP) ▶ Lead unification of organization ▶ Unite leaders – to set common goals ▶ Ability to solicit input from leaders of diverse backgrounds ▶ Rapid response ▶ Share the wealth of experience 	<ul style="list-style-type: none"> ▶ Engage new inductees ▶ Mentor NP educators ▶ Regional development of rising stars ▶ Support development for public office




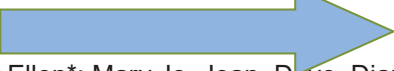


CONTRADICTIONS: What is blocking us from realizing our unique role in stewardship of NP?

Our reluctance to let go acts as a disincentive to new leaders emerging	Underutilization and limitations of infrastructure leads to inability to connect & share professionally	Individual professional rewards systems disincentivize collective commitment	Underdeveloped vision and goals for FAANP block advancement
<ul style="list-style-type: none"> ▶ Increased #s of disenfranchised members ▶ Disconnect between generational communication methods ▶ Don't recognize potential leaders ▶ Pipeline shrinking for future ▶ Inability to let go of the baton ▶ Afraid to compete with living legends ▶ Old guard hangs on ▶ Generational gap issues ▶ Ways to connect – the do-ers! ▶ Ability to identify rising stars ▶ Newness of over half of fellows to organization 	<ul style="list-style-type: none"> ▶ Knowledge deficit (social media) ▶ Ineffective use of infrastructure ▶ Technical inadequacy of website ▶ Limited visibility to public ▶ Weak system of communication between fellows ▶ Relational database for expertise/ experts ▶ Volunteer driven ▶ How do we develop a recruitment program? ▶ Active engagement strategies ▶ No leadership programs ▶ Problems with communication within/ outside 	<ul style="list-style-type: none"> ▶ Reliance on individual contributions rather than collective ▶ Inadequate collection of collective experience ▶ Recognizing & documenting our accomplishments ▶ Competing priorities and time constraints ▶ Don't advertise board & other appointments ▶ Need individual motivation ▶ Competition both internal & external ▶ Distractions (competing demands) 	<ul style="list-style-type: none"> ▶ Underdeveloped goals ▶ No synergistic vision/ agenda between organizations ▶ Differing opinions for different organizations & within ▶ Haven't identified our consumer ▶ We need to know overall vision of what advancing to? ▶ Sensitivity to professional goals of other organizations ▶ Clear direction from AANP for deliverables ▶ Identifying our passion then instilling in next generation

KEY CHALLENGES AHEAD:

- Vision/ goals
- Educate our members – Get them on board – reactivate – create more opportunities for involvement - Succession
- Communication
- Infrastructure

KEY STRATEGIES

KEY STRATEGIES	2 Year Goals: 2018 - 2020	Success Indicators 2020
<p>Clarify & focus FAANPs role in stewardship</p>  <p>Sue Hoyt*: Lorraine Rieser, Mona Counts, Janet DuBois</p>	<ul style="list-style-type: none"> Establish task force to identify available influential positions by region (Winter mtg.); Task force disseminates open opportunities to Regional Directors who develop letter/call to invite/encourage fellows to apply (2018); Task force submits report with data on Fellows' involvement (2019) Establish standing committee to include relevant groups/ stakeholders to evaluate consistency between education/ certification/ practice (2018); Committee has developed system to monitor/track consistency 	<ul style="list-style-type: none"> 10% increase of Fellows involved in professional and stakeholder organizations A monitoring system in place to track consistency among education, certification & practice
<p>Ensure that infrastructure meets our needs</p>  <p>Mary Ellen*: Mary Jo, Jean, Dave, Diane</p>	<ul style="list-style-type: none"> TF submits proposal to EC for review & approval (2018); Fellows educated & post induction commitment is implemented (2019) Committee/TF will complete analysis of existing structure & make recommendations to EC (2018); Proposal will be sent to EC/ membership for approval (2019) 65% of Fellows will update profile (2018); 100% Fellows will update profile (2019) 	<ul style="list-style-type: none"> Proposal for sponsor 1-year engagement post induction Revised proposed structure of Fellows (EC, Committees, other?) All Fellows will complete profile
<p>Increase active engagement</p>  <p>Nick*: Judy, Susan, Lorna, Diane</p>	<ul style="list-style-type: none"> Launch campaign to increase attendance @ Winter Meeting (2018) – Recruit volunteer sponsors to personally invite every inductee to Winter Meeting (2018) – Identify/ develop incentives for Winter meeting attendance (2018) Identify (set scope) for sub groups (2018) – Establish steering committee to mentor subgroups (2018) – Create subgroups (2019) Develop system to assess interest in engagement opportunities: (2019) – Develop a survey (20a8) – Develop regular follow-up assessment (2019) 	<ul style="list-style-type: none"> 10% increase in Winter Meeting attendance over current denominator Expert panels (sub groups) System in place to discern interest beyond Winter Meeting
<p>Recruit & support emerging leaders</p>  <p>Coordinate with Membership CM & New Fellows CM & EC – Ken, Cheron, Joyce, Anne & Randy on board</p>	<ul style="list-style-type: none"> Establish Dyad formation process (2018); Propose to FAANP EC the mentorship Dyad – purpose/ process (2018); Part of new Fellow orientation (2019); Check list form for existing Fellow sponsors – buy-in/commitment to uphold. Work with AANP Mentor program chair to discuss opportunities. to put out call for people interested in leadership & Fellowship in future timeline. 1st Cohort (2018) 	<ul style="list-style-type: none"> Increase engagement in mentorship program by 100% (10 – 20) Initiate mentorship dyads between new FAANP & established FAANP (10 yr. 1 – 20 yr. 2)