North Dakota Organization of Nurse Leaders

Strategic Plan

2022-2025

# Mission

To shape health care through innovative and expert nursing leadership.

# Vision

Nursing leadership-one voice advancing health.

# Values

* Creativity
* Diversity & lnclusivity
* Excellence
* Integrity
* Leadership
* Stewardship
* Compassion

# Behaviors

* Advocacy
* Convener
* Designer
* Futurist
* Innovator
* Maximizer
* Change Agent
* Synthesizer

# Our Key Relationships

North Dakota Hospital Association (NDHA), American Organization of Nurse Leaders (AONL), affiliates, associations, consumers, industry partners, ND Center for Nursing, ND Department of Health, ND Board of Nursing, ND Nurses Association, Federal and State Legislatures, ND College and University Nursing Education Association (CUNEA).

**Priorities**

**Priority 1: Lead and influence the health care workforce.**

Strategies

* + Collaborate with our key relationships to explore, identify and take action on issues surrounding workforce shortages.
  + Support models of transition to practice programs to improve nurse retention and patient outcomes.
  + Support new and innovative ways to provide clinical experiences throughout the state.
  + Increase awareness of all nursing education opportunities throughout our state.
  + Advocate on behalf of nursing to identify resources needed to ensure a qualified, diverse and inclusive workforce.

**Priority 2: Advance and promote affordable, value based health care.**

Strategies

* + Serve as a resource and driver for new community-based interprofessional delivery models and a convener for collaborative partnerships, which support the full continuum of care and aim to improve the health of local communities.
  + Support collaboration between nursing and other health professionals to create and promote positive, safe and healthful practice work environments
  + Support and disseminate best practices to ensure that nurses have the tools needed to enhance quality, patient experience and safety within their organizations.
  + Define and quantify the economic value of nursing.
  + Champion the optimal use of the workforce.

**Priority 3: Advance and sustain evolving nurse leadership competencies**

Strategies

* + Explore and identify educational resources throughout our state.
  + Promote and utilize AONL resources for the leadership development of our members.
  + Coordinate educational offerings at membership meetings.
  + Encourage continuing education for advancement in nursing leadership and clinical practice.
  + Create and deliver innovative leadership development opportunities for all levels of nurse leaders.
  + Facilitate sharing of best practices and new and innovative trends in nursing practice, within our membership.

**Priority 4: Strengthen NDONL's voice through a highly engaged, inclusive and diverse membership**

Strategies

* + Build organizational strength through a growing and engaged membership, representing nurse leaders across the continuum and span of careers, and a diverse and inclusive board of directors. Promote inclusivity in governance, programs and membership.
  + Collaborate with key relationships and others to maintain a statewide presence.
  + Strengthen nurse leaders’ career progression and succession planning.
  + Collaborate or partner with other state organizations to leverage respective expertise and develop resources to broaden the knowledge of nurse leaders.