

NDONL Strategic Plan (2026–2028)

Who We Are

NDONL is the statewide organization for nursing leaders. We advance nursing leadership, strengthen patient care, and influence healthcare policy across North Dakota.

Mission

Shape healthcare through influential and expert nursing leadership.

Vision

One voice advancing nursing leadership across North Dakota.

Strategic Priorities

1. Grow Membership and Engagement

Goal

- Increase active membership by **25%**
 - Expand participation from:
 - New and emerging leaders
 - Non-acute settings (LTC, hospice, home care, assisted living)

Key Actions

- Partner with NDHA to offer bundled membership options
 - Post on LinkedIn **twice monthly**
 - Create easier enrollment for non-hospital leaders
 - Personally invite Directors/DONs from non-acute settings
 - Hold **at least 4 meetings per year (quarterly)**
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2. Strengthen Alignment with AONL and Advance Leadership Excellence

Goal

- Increase **dual membership (NDONL + AONL) by 15%**
- Increase awareness and use of AONL competencies

Key Actions

- Share AONL competencies through communication and LinkedIn
- Promote AONL membership

- Provide an annual AONL conference scholarship for one NDONL member
 - Host a CNO/DON roundtable on leadership development
 - Invite the AONL Regional Director to present annually
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3. Increase Member Value Through Education & Partnerships

Goal

- Launch and utilize the **MissingLogic partnership**
- Add **one new education/program each year**

Key Actions

- Finalize agreement with NDHA/MissingLogic
 - Promote Burnout-Proof Leadership programming
 - Highlight ND nurse leaders who publish or present
 - Expand member participation in education planning
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4. Strengthen Collaboration and Policy Influence

Goal

Ensure NDONL has a clear voice and purpose in statewide partnerships and policy.

Key Actions

- Offer board/committee opportunities to active members
 - Provide regular reports at NDONL meetings:
 - Purpose of involvement
 - Key outcomes
 - Member input needed
 - Engage in legislation where nurse leader perspective is critical (workforce, scope of practice, competency, access to care)
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What Success Looks Like

- Larger, more diverse membership
- Stronger connection to AONL

- Valuable leadership education available locally
 - Active nurse leader voice in statewide decisions
 - Clear communication and engagement across the organization
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Leadership Summary

Grow membership, increase value, strengthen partnerships, and elevate the voice of nurse leaders across North Dakota.