Staff RNs Talk to Leaders’ Council at Mission Hospital

about Magnet® Conference 2012

Five staff nurses addressed the January, 2013, monthly meeting of Nursing Administrative Council (NAC) at Mission Hospital, Asheville, NC, and talked about their experience at the October, 2012, Magnet® Conference in Los Angeles. They were among the ten bedside care RNs, who attended the international conference with assistance from the Mission Healthcare Foundation. Accompanied by nurse leaders, they participated in general and concurrent sessions with 7,000 nurses from the U.S. and several foreign countries.

At NAC, Deborah Taylor, MHA, BSN, RN, Nursing Support Services; Rosemary Rice, BSN, RN, CAPA, Asheville Surgery Center; Kristy Stewart, MSN, RN, ONC, Orthopedics; Maureen Winkenwerder, RN-BC, Women’s Surgical Unit; and Barbara Davison, BSN, RN, CEN, Emergency Department (pictured left to right here) reported highlights of their impressions of the sessions.

They were grateful for the inspiring opportunity to be among so many nurses. These are a few of the topics they discussed:

- Impact of trust
- Staff nurses owning their leadership abilities
- Sharing positive stories, instead of focusing only on opportunities for improvement
- Looking, listening, and feeling in connecting with people
- Releasing time to care for patients by figuring out ways to decrease interruptions, consolidate supplies, and seek solutions from staff.

To see a photo of the whole group and each staff nurse’s comments about the conference, keep reading.
Attendees pictured above, left to right, are:

Front row
- **Heather Martin**, RN, Cardiology Intensive Care Unit
- **Kristy Stewart**, MSN, RN, ONC, Orthopedics
- **Liz Allen**, RN, Cardiovascular Recovery Unit/ICU
- **Maureen Wikenwerder**, RN-BC, Women’s Surgical Unit
- **Connie Cogdill**, MSN, RN, PCCN, Medical Cardiology Step-down
- **Karen Olsen**, MBA, BSN, RN, Vice President and Chief Nursing Officer, Mission Hospital

Back row
- **Suzanne Beyea**, PhD, RN, FAAN, Director, Professional Development, Nursing Practice, Education and Research
- **Regina Phelps**, PhD, RN-BC, NEA-BC, Executive Director, Nursing Practice, Education, and Research
- **Karen Joyce**, BSN, RN, CPN, Pediatrics
- **Rosemary Rice**, BSN, RN, CAPA, Asheville Surgery Center
- **Jessica Taylor**, BSN, RN, CCRN, Neurotrauma ICU
- **Barbara Davison**, BSN, RN, CEN, Emergency Department
- **Deborah Taylor**, MHA, BSN, RN, Nursing Support Services

**Staff nurses’ comments about their personal experiences at the conference.**

**Rosemary Rice**, BSN, RN, CAPA; Asheville Surgery Center
Co-chair, Nursing Governance Board

“My first Magnet Conference! What an exhilarating and energizing experience! It’s wonderful knowing that I belong to such a caring intelligent culture of men and women. I often think of my Mom who I know would be so proud of our nursing profession today if she were still with me. She, too, was a RN and way ahead of her time.

Also, I think of our own Mission Hospital and how we are exactly on the right journey. I am blessed to work with such a wonderful, smart and kind group of nurses. I am ‘Magnet-ified!’”
Connie Cogdill, MSN, RN, PCCN, Medical Cardiology Step-down

“What a wonderful gathering of nurses who are passionate about nursing and so many opportunities for networking. I appreciated all the stories of the journey toward Magnet and the reward when it was achieved. There were many expressions of gratitude for nurses and what we stand for.

Mission is very blessed to have such wonderful nurses. It was great to be a nurse representing Mission Hospital. Thank you for this rewarding experience!!”

Kristy Stewart, MSN, RN, ONC, Orthopedics
Chair, Nursing Quality Council

“This is an exiting conference. The size as well as the passion of the attendees is amazing and inspiring. The overwhelming attitude of patient focus makes me feel exited about our future Magnet journey! There is a lot of nursing research going on, as evidenced by the [speaker] sessions and the many, many posters.

I enjoyed hearing about the new modes of communication/education, such as using podcasts to increase staff access, and the modes of conveying information. There is so much great information.

I am very thankful for this opportunity and experience. Thank you Mission for supporting Mission nurses!”

Deborah Taylor, MHA, BSN, RN, Nursing Support Services

“This conference has opened my eyes to our capabilities as a group of nurses working for an excellent organization. We can do it; we have the ability. This learning experience has been invaluable. I highly recommend this conference. You leave with a new respect for your colleagues as well as the organization where we all work.

Thank you, Mission, for this opportunity of a life time!”

Barbara Davison, BSN, RN, CEN, Emergency Department

“What an amazing experience this conference has been! Being with 7,000 nurses from around the world, hearing their stories, networking and forging friendships has been a career strengthening experience! I am so excited to attend such a magnificent program. Magnet status is so much more than I ever knew.

I am energized and want to help and encourage my fellow nurses to remember why we became nurses. We are privileged to have the opportunity to impact people’s lives, when they are the most vulnerable and at the mercy of things beyond their control. We owe them the very best, and I know our Mission nurses are up to the task!”

Karen Joyce, BSN, RN, CPN, Pediatrics

“The only word that comes to mind about my first Magnet Conference is WOW!! I am so proud to be in a profession that is so passionate about growth, education and doing what is absolutely best for the patient. To see so many nurses excited about their job and what they can do to change the future of nursing was truly inspiring.

I can’t wait until Mission can wear the Magnet badge of honor. I thoroughly enjoyed meeting nurses from all over the country and proudly told them about Mission Hospital. This is an experience I will always remember. I truly feel privileged to have been a part of this conference.”

Maureen Winkenwerder, RN-BC, Women’s Surgical Unit

“Thank you for the privilege of being here at the conference. I have been exposed to volumes!

- The demonstration of the value of nurses;
- Insight into the meaning of Magnet;
- Practical ideas regarding how to implement Magnet principles and how to set up unit based and system wide shared governance;
- Engaging staff and showing them the research and evidence based practice plus the benefit to them and their patients.
- Value and benefit of developing soft skills that inspire trust, build teams, and foster collaboration to energize grass roots support.”

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Liz Allen, RN, CCRN, Nursing Unit Supervisor  
Chair, Nursing Night Council

“Thank you for this opportunity and experience. I hope to become a positive ambassador on our Magnet journey.

A few ways that I think we can engage staff and continue a positive momentum is:
- To document and share stories of how nurses touch lives.
- To recognize peer to peer when nurses see good acts.
- To show data of the initiatives we implement and how it affects patients
To create a Magnet council made of leaders and staff nurses to better understand Magnet expectations and to promote it throughout the hospital.”

Jessica Taylor, BSN, RN, CCRN, Neurotrauma Intensive Care Unit (NTICU)  
Chair, Retention and Recognition Council

“Thank you, thank you, thank you! Being in a room with 7,000 nurses has been one of the most amazing experiences of my professional career! The support and engagement of nurses at this conference and at Magnet hospitals is beyond inspiring. It’s incredible to see how just a little exposure to new ideas and innovations snowballs into our group from Mission coming up with great ideas for practice, research, recognition, and more.

Ideas that I want to work on at Mission are:
- A Magnet council
- A nurse residency program for new graduates
- End of life care and experience for Intensive Care patients and families
- Getting ventilator associated pneumonia to zero in NTICU.

I think sometimes we go to work and forget why we became a nurse in the first place. We are focused on new initiatives, decreasing infections, or staffing. The most valuable idea that I brought home from the conference is that behind all these initiatives and benchmarks is the very reason we became a nurse—to take care of and protect our patients.

As a nurse, we touch patients, families, and communities everyday. We must not forget that. We must appreciate our coworkers who are doing the same.

Heather Martin, RN, Cardiology Intensive Care Unit  
Co-chair, Nursing Informatics Council

“My first Magnet Conference and what an experience! I can not say Thank You enough for this life-changing experience! Seven thousand plus nurses coming together for one common cause was eye opening, empowering and encouraging. This conference was a great reminder of why we all entered into this profession and how well respected we are.

I have a new sense of pride, power and responsibility to take what I learned and promote Mission’s attaining Magnet status! We are so close, and I do not think our nurses realize that. I hope to get the word out and positively promote what we are here for—better patient outcomes. It was also great to hear from nurses with two and a half years of experience, like me, and from nurses with thirty plus years of experience. Great friendships were established and memories were made.

My favorite quote from the conference was about change. It is three simple words, “Move, adapt or perish (Raher, 2012).”