



Leading Inspirational Change *From the Ground Up:* *The Story of RN2*

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Complexity: Dual Roles of Front Line Care Providers

“Nurses have dual roles: as the producers and as defenders against failure.”-Julieann Morath, RN

Author: *To Do No Harm*



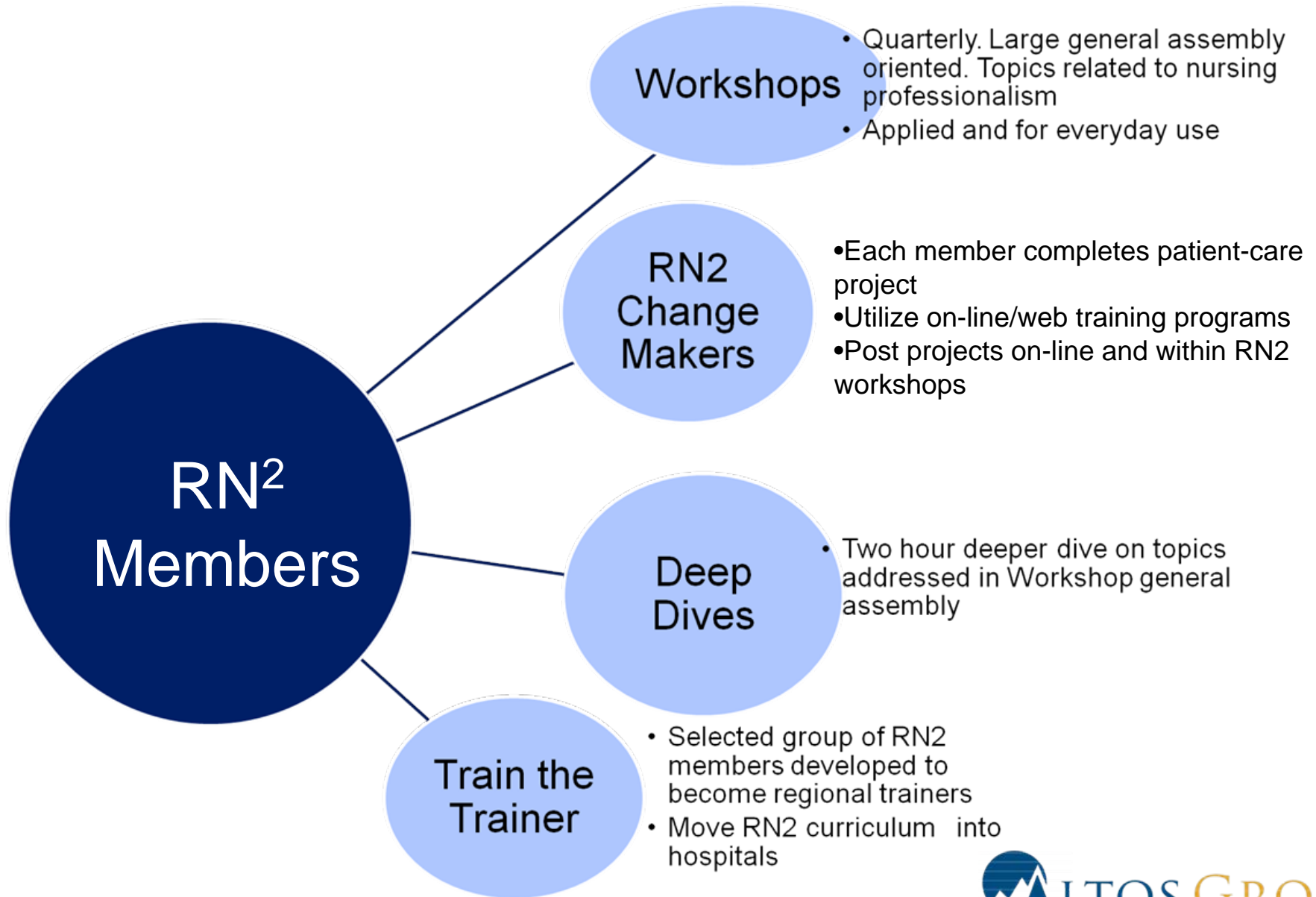




Vision and Mission of the Regional Nurse Network

The Regional Nurse Network (RN²) is a grassroots community of nurses who actively share resources, teach and learn from each other. It is a highly interactive network bound by a common desire to enhance the joy of the profession. The Regional Nurse Network is a place to renew professional passion and learn leadership and interpersonal skills to excel at one's career.

Features of RN²



Workshop Topics (examples)

- Unleashing the Joy of Professionalism
- What Makes a Great Leader...Knowing Your Blind Spots
- Ending Nurse to Nurse Hostility; Creating a Healthy Supportive Culture
- Practical Negotiation Skills for Improved Patient Care
- Situational Leadership: Simple Strategies for Maximizing Your Day-to-Day Leadership Abilities
- Pushing Change from Where You Stand: Learning to Influence Those Around You

RN² Change Maker Program

- Encourage novices to join the improvement effort
- Identify a problem you can fix within 30-60 days
- Receive tools, skills and mentoring
- Self-paced...but never without support

***This program currently has hundreds of participants**

4025 members

“RN² is the only “pure” professional organization that really focuses on the profession of Nursing. It is not facility/organization focused. There is no sub-agenda presented other than forwarding the profession of Nursing, and providing us with tools as individuals to lead, succeed and engage others in the profession. There is no slant with RN² (ie, Oncology, AIDS, Geriatrics, etc.). For this I am VERY grateful.”

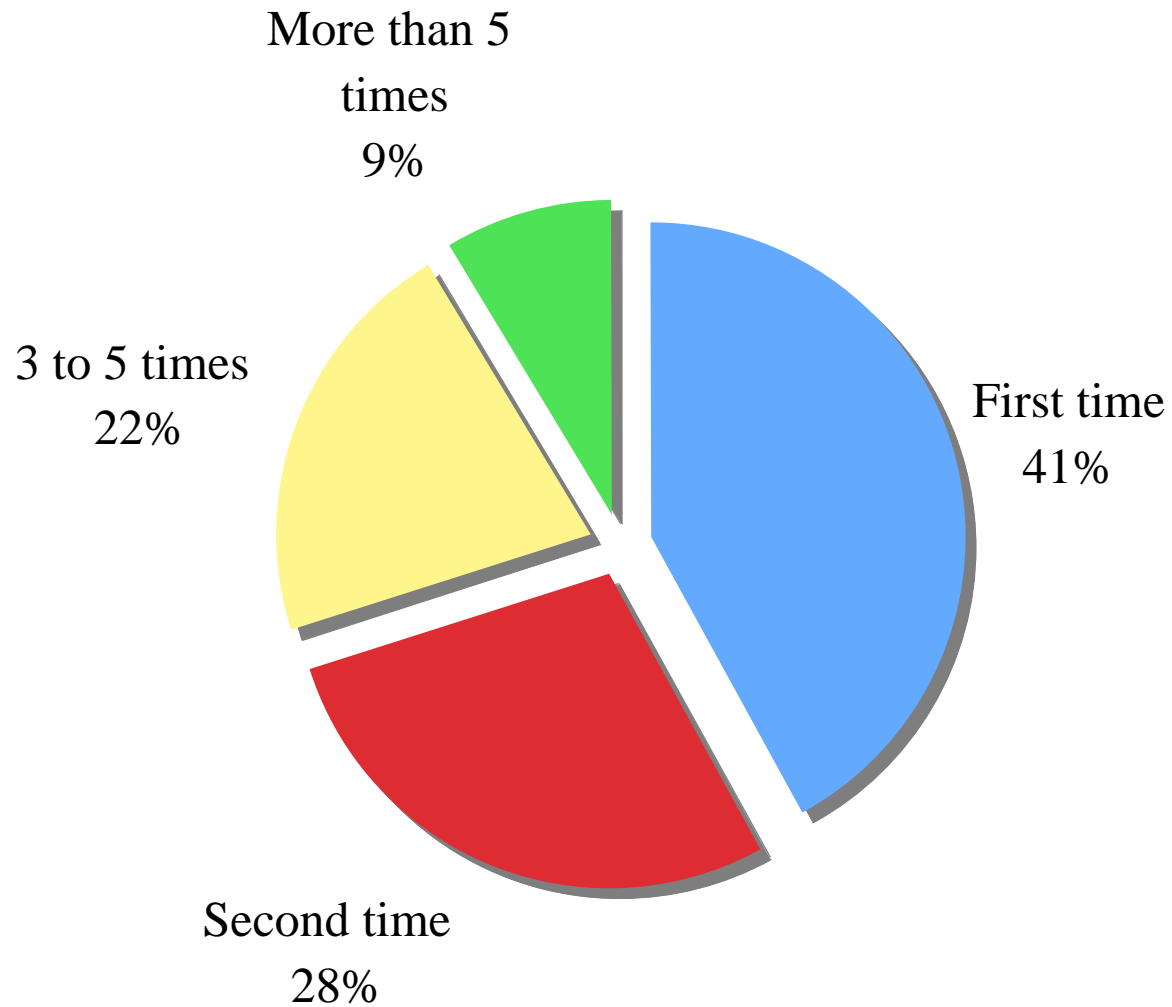
--RN² Member

182 Organizations Make up RN² : Examples of Representative Organizations

Representative Organizations		
Hospitals and Health Systems	Colleges and Universities	Other
Alta Bates Summit Medical Center	Cabrillo Community College	California Department of Public Health
California Pacific Medical Center	Holy Names University	California Institute for Nursing and Healthcare
Catholic Healthcare West	Latin Nursing Student Assoc.	Catalyst Systems
Kaiser Permanente	Samuel Merritt College School of Nursing	Intel Corporation
Lucile Packard Children's Hospital	San Francisco State University	Office of Statewide Health Planning and Development
Veterans Administration Health Care System	University of California Berkeley	Santa Clara County Juvenile Facilities

RN² by the Numbers

Number of RN² Meetings



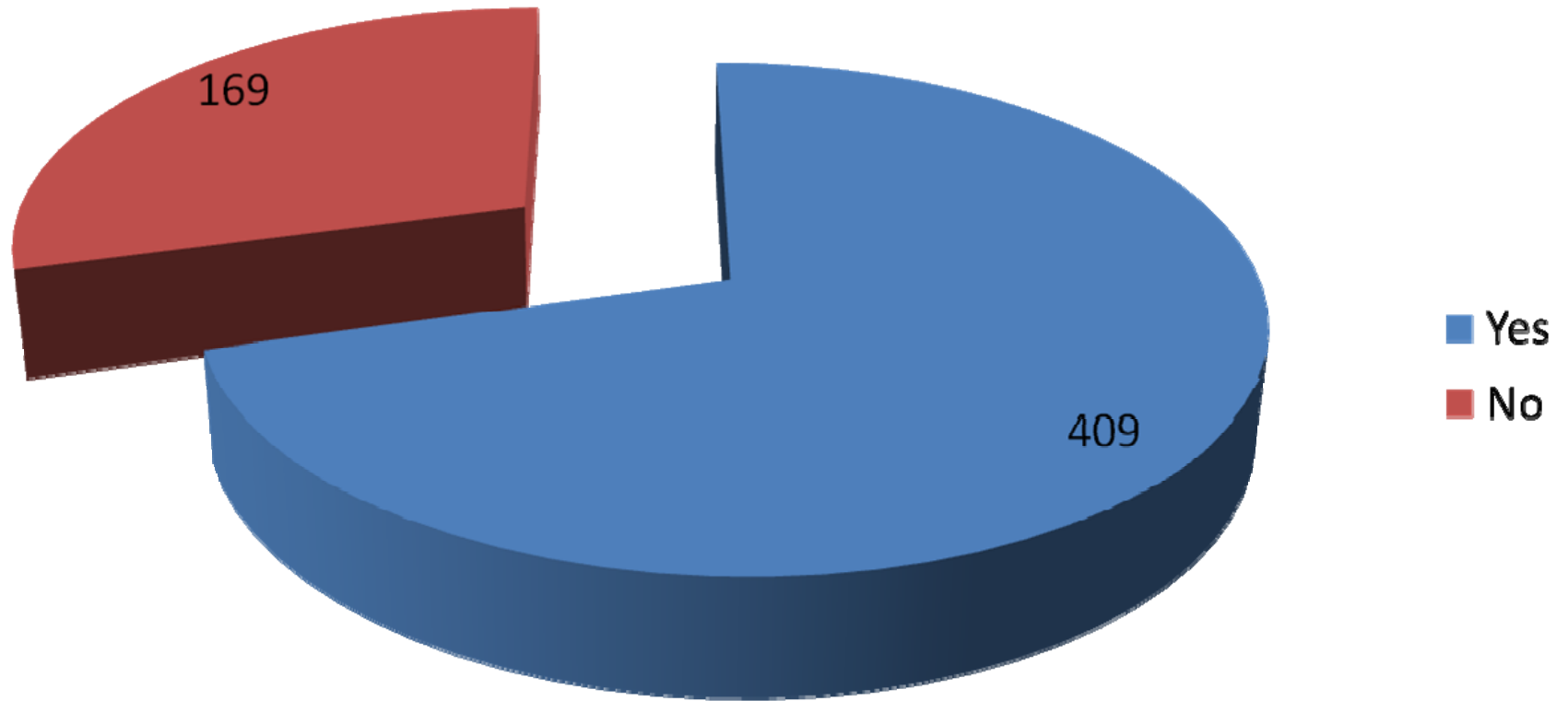
- 4025 Members
- 182 Organizations
- 166 RN2 Liaisons

RN2 Longitudinal Survey

November 30, 2009

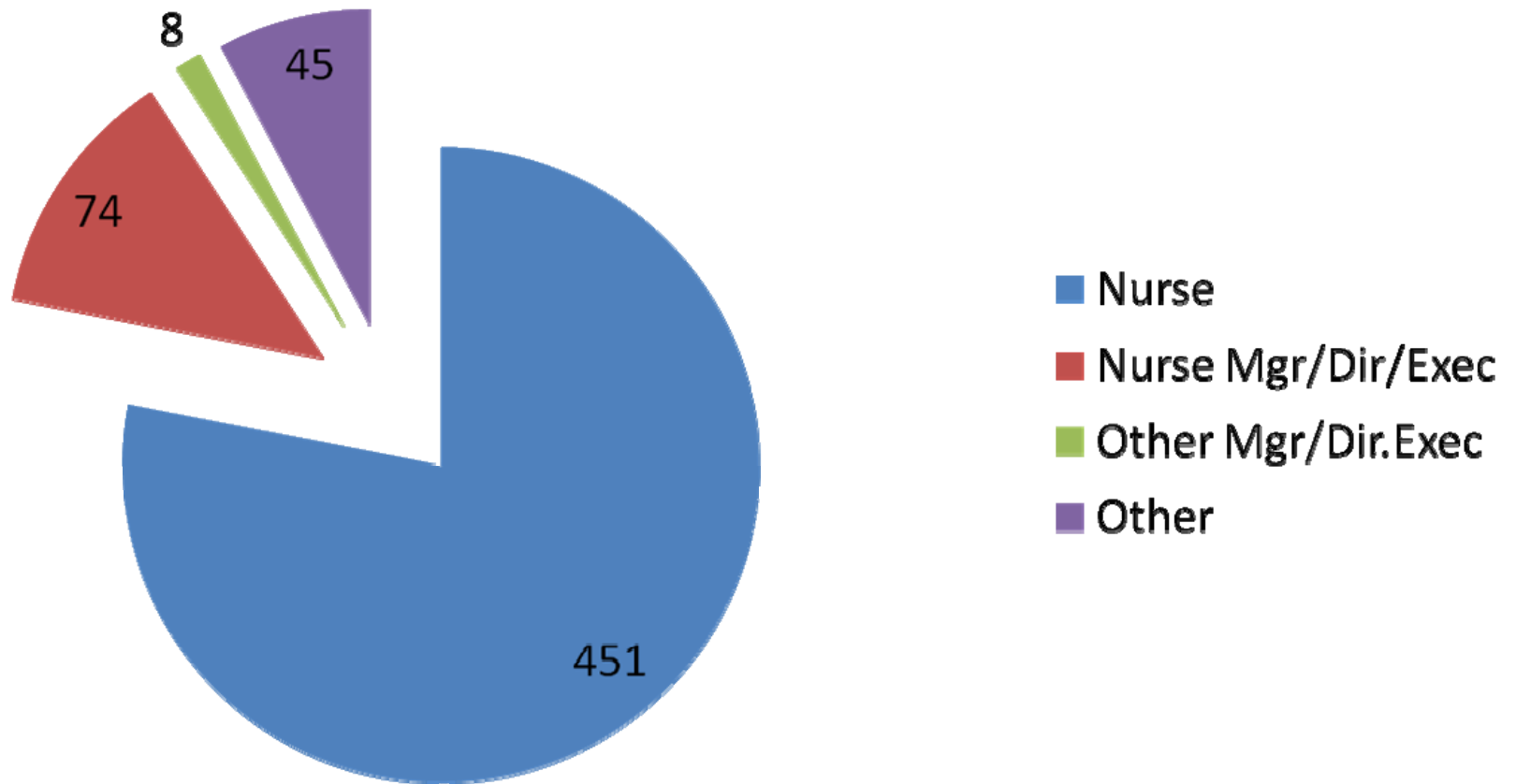
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Do You Have Bedside Nurse Responsibilities?

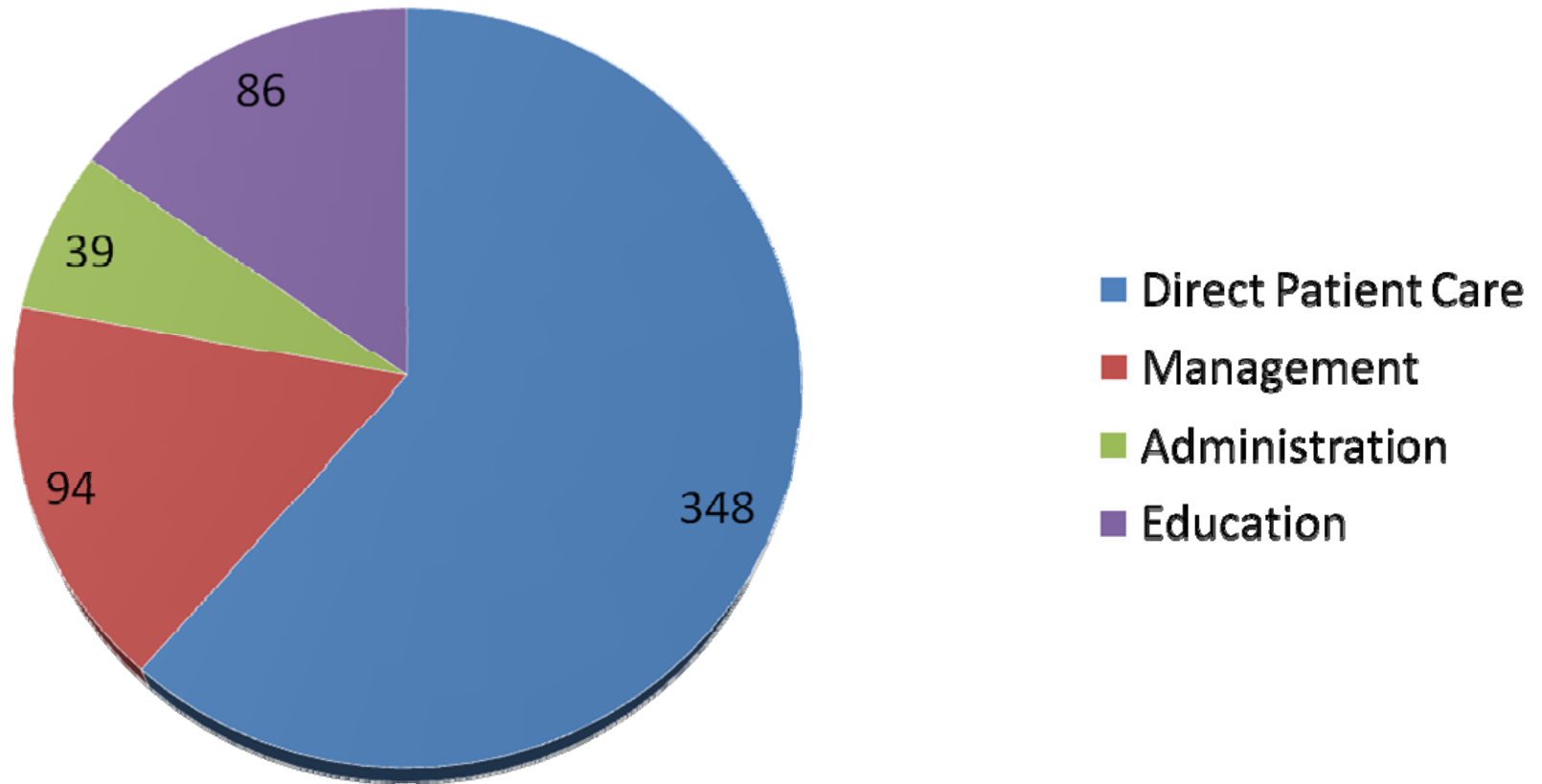


72% are
bedside nurses

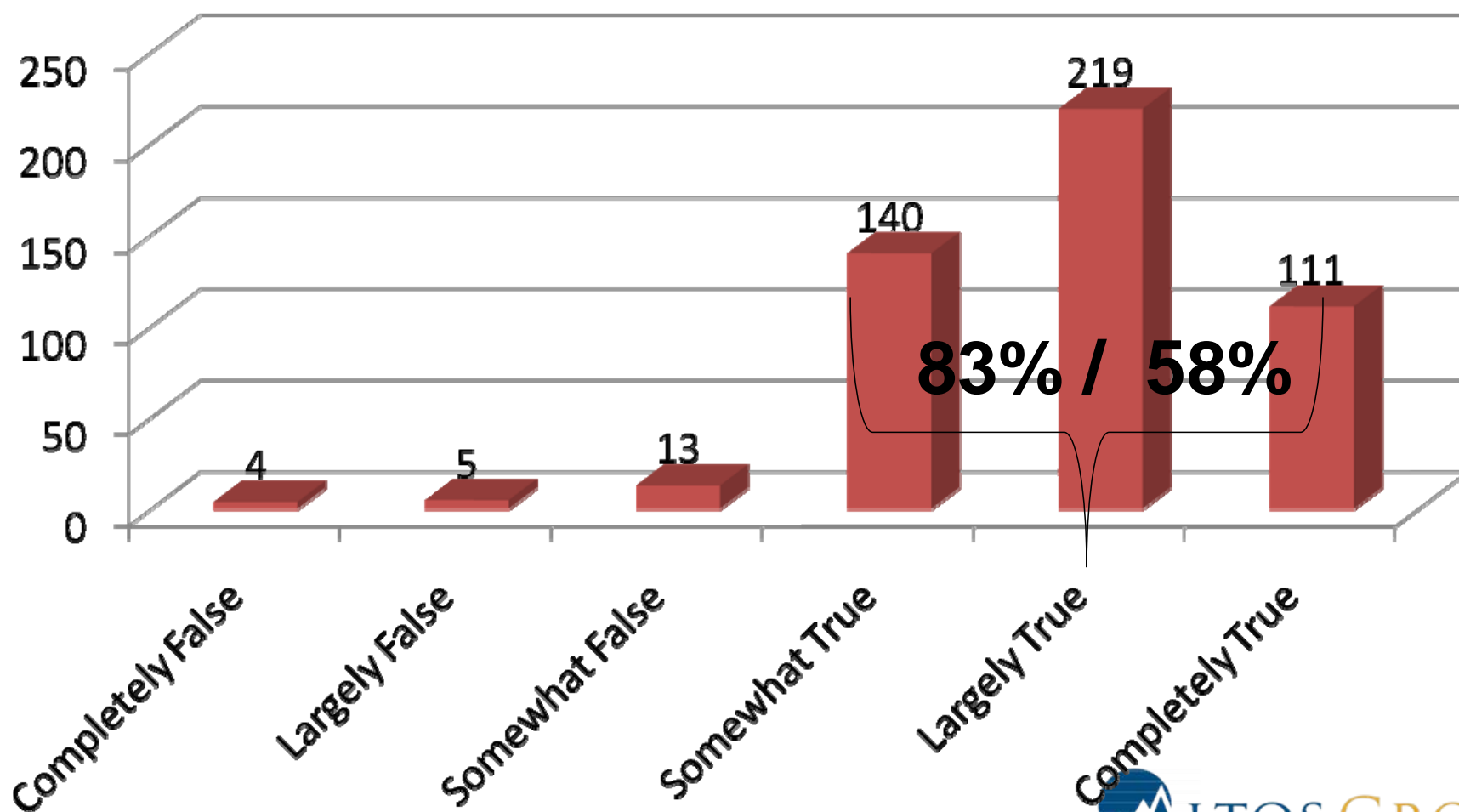
Position at Hospital or Facility



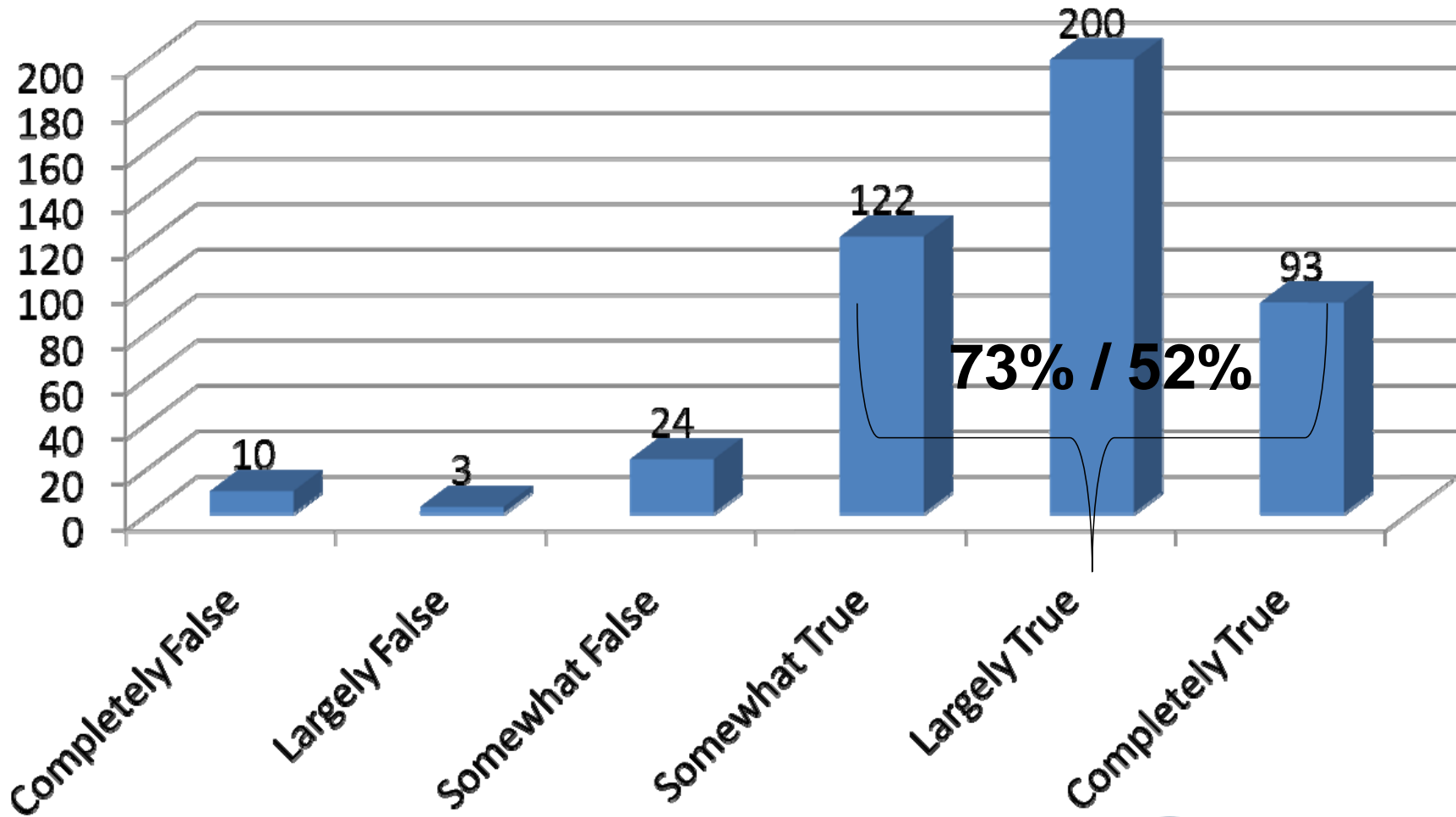
Primary Responsibility at Facility



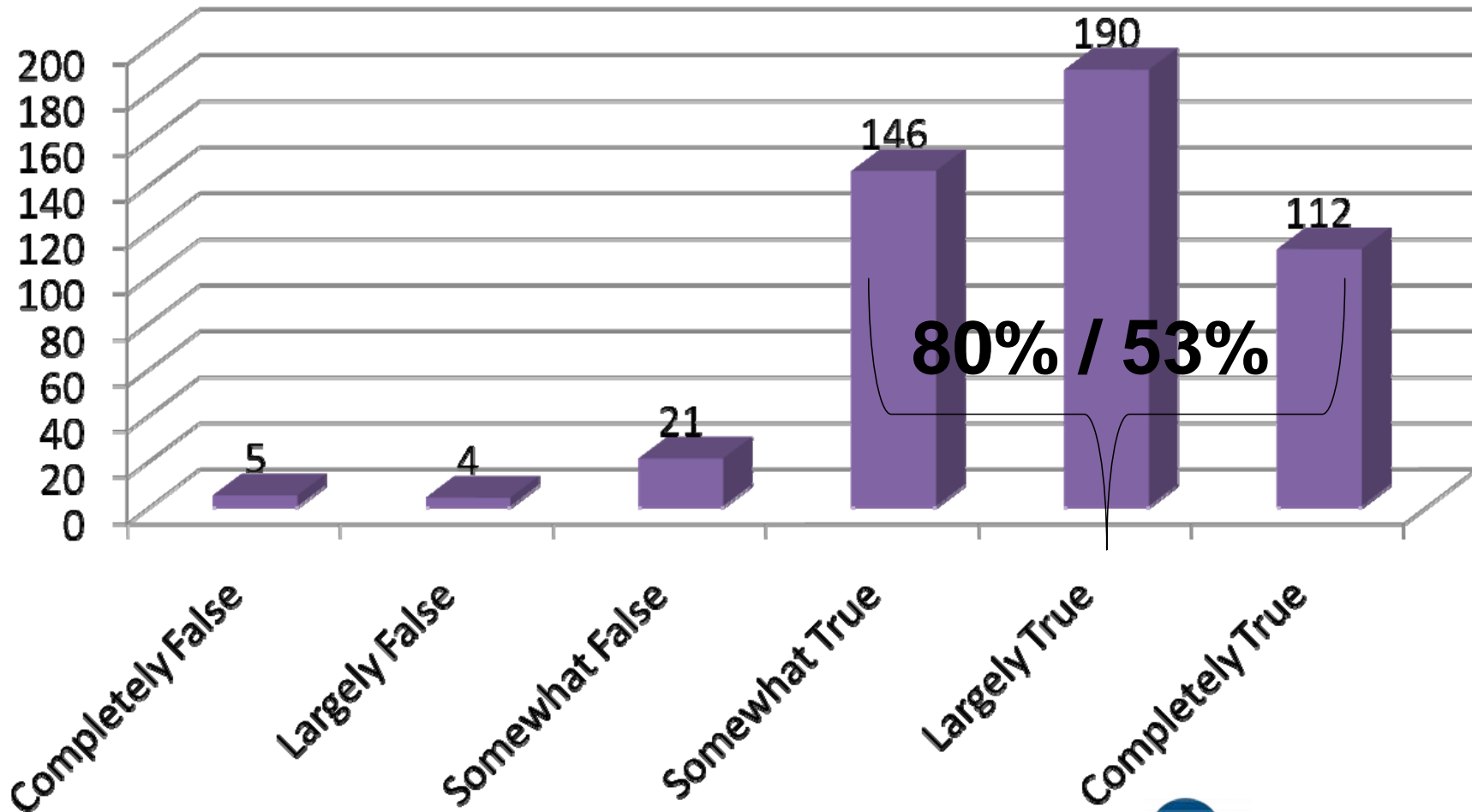
RN² Supports My Intention to Stay in This Field



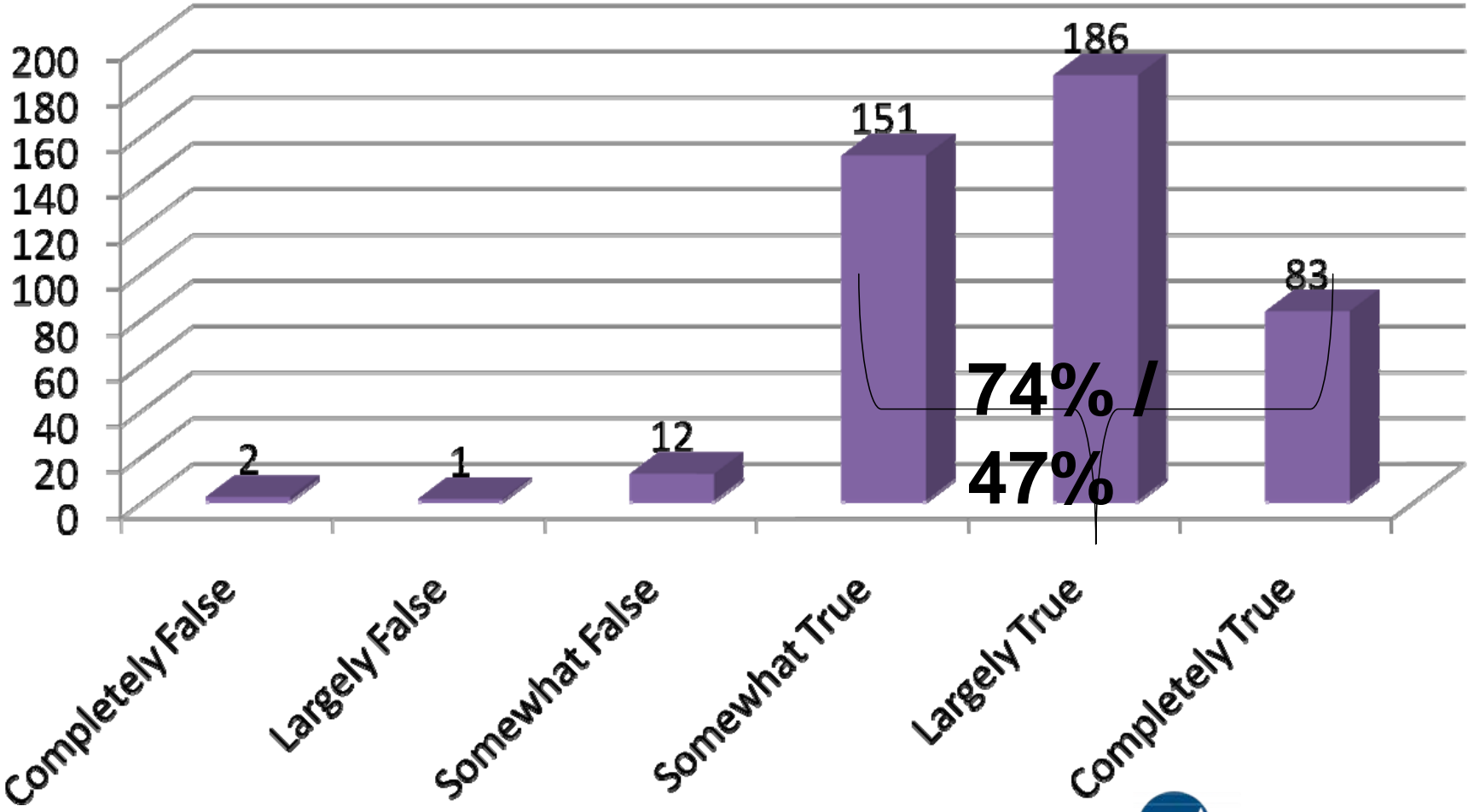
Attending RN² Workshops Makes Me More Interested in Pursuing an Advanced Degree



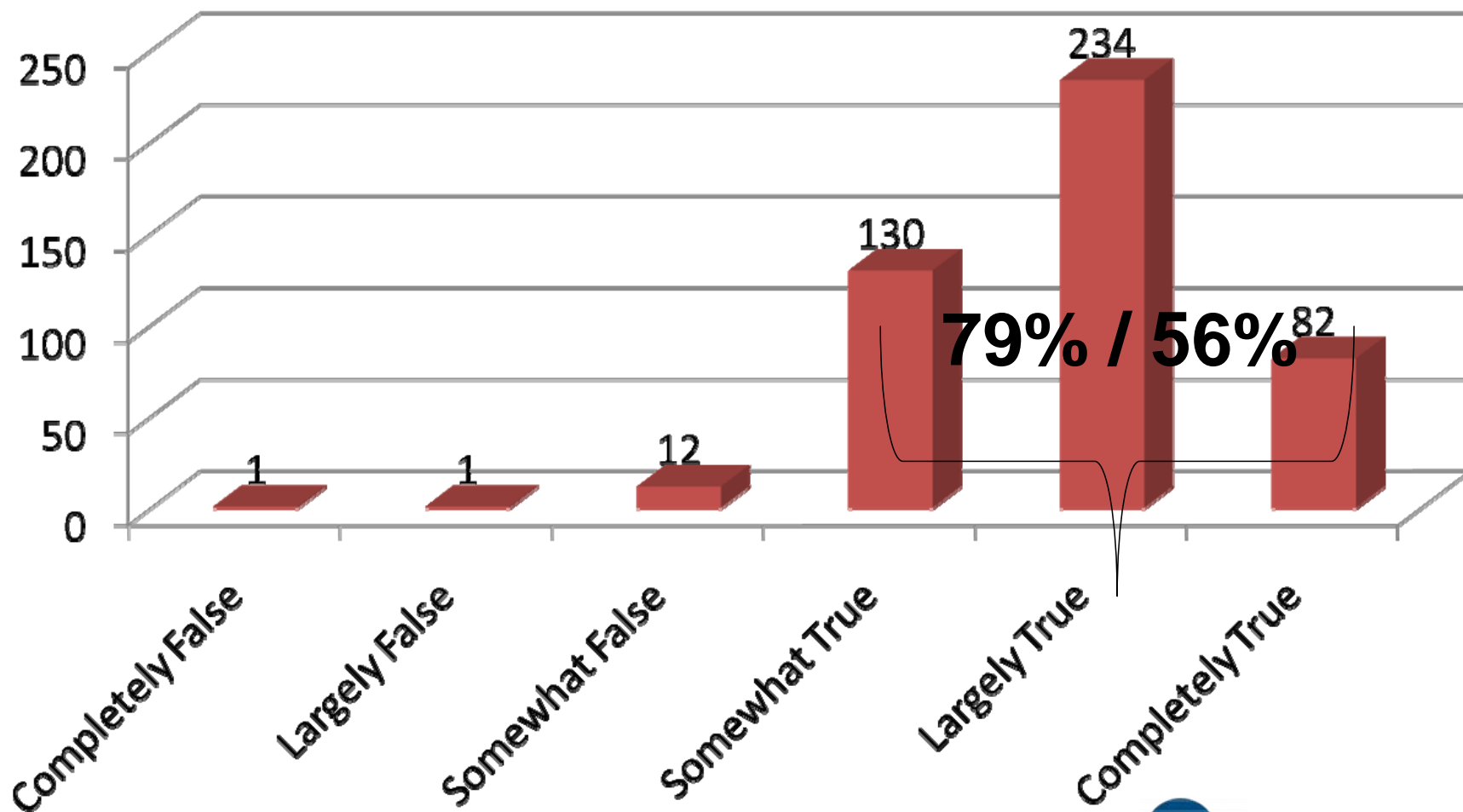
Attending RN² Workshops makes me less likely to leave the profession



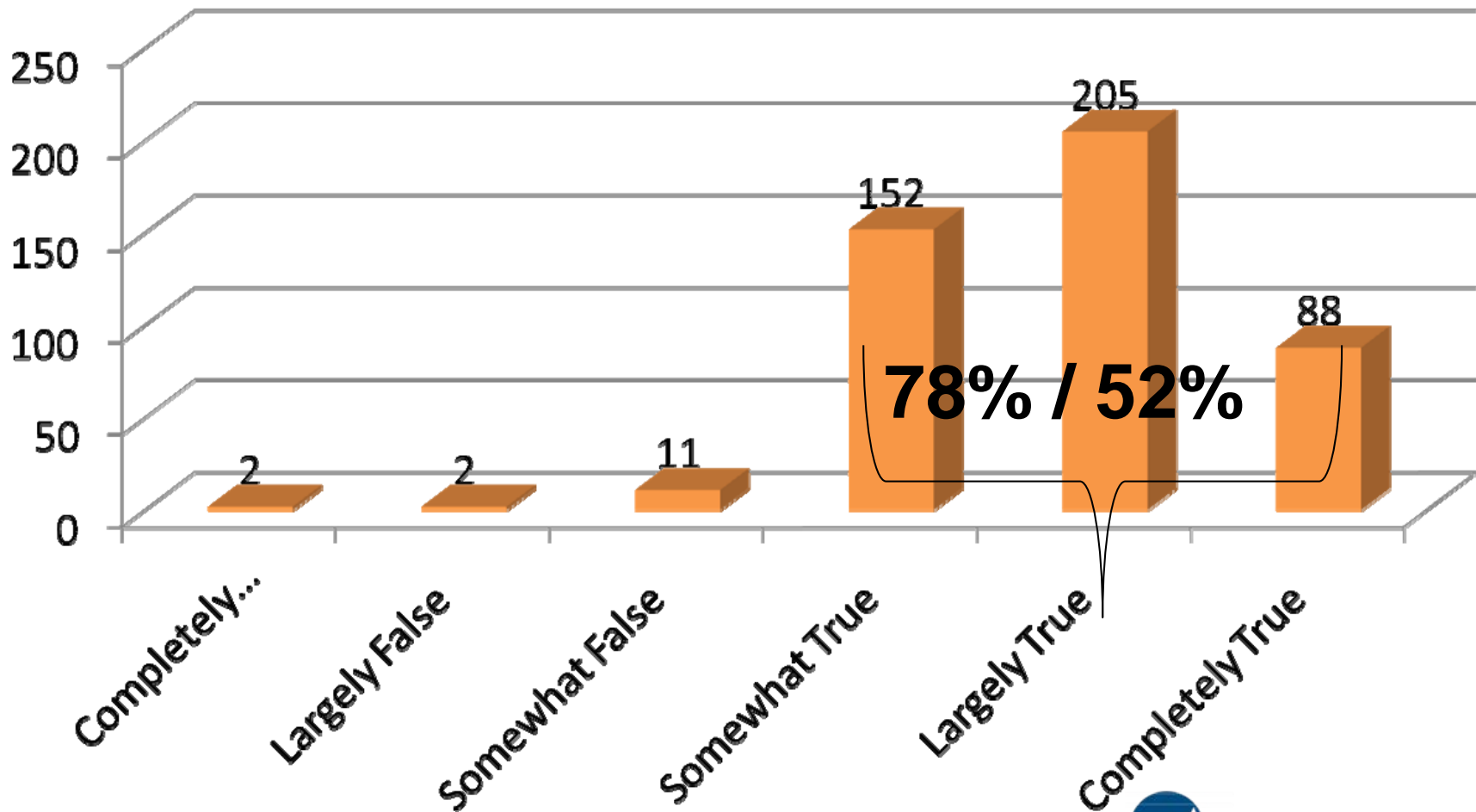
Attending RN2 Workshops has Improved My Ability to Provide Better Patient Care



Given the tools & info I've gained from RN² Workshops, I am More Effective in My Workplace



RN² Workshops Have Increased My Professional Self-Confidence



Quotes from Nurses

“RN2 continues to keep me motivated to grow in my profession. It continually inspires me to go back to school for that next step. It helps to fulfill that academic void that is with my current job.”

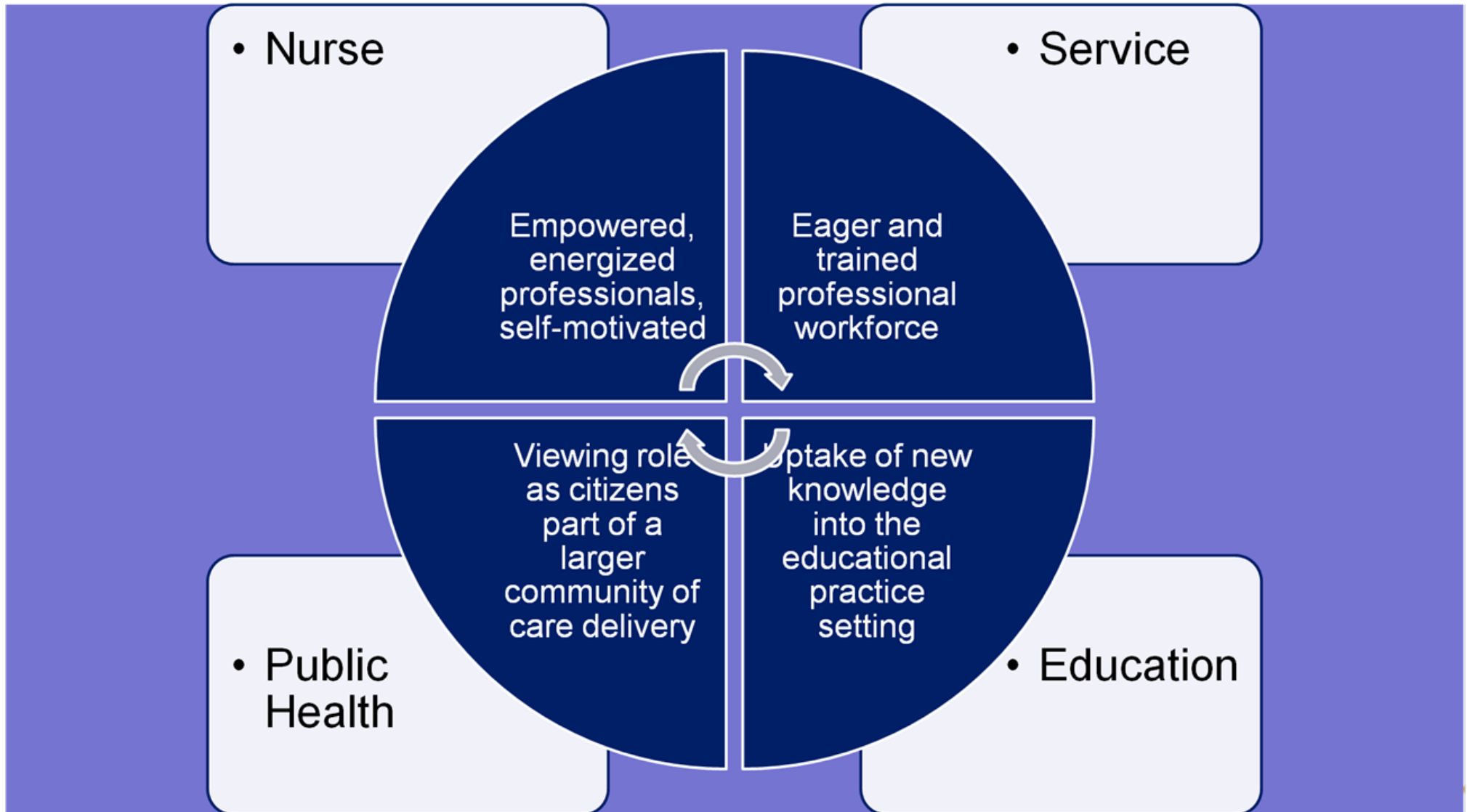
“It was my time to join the ‘hidden nursing professional workshop’ and it gave me the full strength to continue in the field with a clear goal in my mind. I realize there are many people around to support us in nursing.”

RN² Leadership Survey Results

"Has this program helped you develop the skill of 'Taking on leadership responsibilities?'"

Problem Solving	83.9%
Team Building	83.9%
Planning	83.3%
Goal-Setting	82.1%
Making recommendations based on data and logic	81.1%
Acting with confidence	79.6%

RN²: the “connective tissue” between



Ground-Up Leadership: The RN² Story

- Increases capacity of an organization to accelerate translation of knowledge into action
- Trained up employees who understand problem-solving
- Cost savings by standardizing processes



Next Steps



Identify a region that wants to host an RN² workshop and provide front-line leadership support

Work with The Altos Group LLC, which will provide technical support and know-how

Attach regions over time to create a National Nurses' Network.