

2017 ORGANIZATION OF NURSE LEADERS OF NJ

ANNUAL MEETING & CONFERENCE | April 20-21 | Princeton Marriott at Forrestal

NJ NURSE LEADERS  
Igniting a *Healthy*  
WORK Environment



# NJ NURSE LEADERS Igniting a *Healthy* WORK Environment

There is growing evidence in nursing literature about the positive impact of healthy work environments on staff satisfaction, retention, improved patient outcomes and organizational performance. Many organizations have launched efforts to improve their work environments. Achievement of Magnet® designation is considered to be the gold standard for hospitals that seek to build professional practice environments that are healthy and support the work of nurses. Findings from a growing body of nursing research have provided evidence supporting that Magnet® hospitals have increased patient and nurse satisfaction, improved recruitment and retention of nurses, and improved patient outcomes.

Establishing and sustaining healthy work environments must be a priority if nurses are going to make their optimal contributions in caring for patients and patients' families. The link between healthy work environments on patient safety, nurse retention and recruitment and, thus, the bottom line, is irrefutable.

Although much work has been done to identify what needs to happen in practice environments to maximize the health and wellbeing of nurses, the achievement of these standards has proved challenging for many organizations in the current turbulent healthcare environment. The establishment of a healthy work environment requires strong nursing leadership at all levels of the organization especially at the point of care or unit level where most front line staff work and patient care is delivered. Nurse leaders can help create a deeply satisfying organizational culture at the unit level by engaging staff in the development of shared values in their work. This entails a paradigm shift from a more traditional command-and-control style of staff supervision toward a more transformational and authentic style of leadership.

Workplaces can be healthy if nurses and employers are resolute in their desire to address not only the physical environment but also less tangible barriers to staff and patient safety. However, we know that this will not happen without an understanding of the factors contributing to unhealthy work environments and a commitment to embrace solutions.

The ingredients for success: skilled communication, true collaboration, effective decision making, appropriate staffing, meaningful recognition and authentic leadership.

## WHO SHOULD ATTEND:

Nurse leaders who are responsible for patients and staff, including nurse executives, managers, aspiring nurse leaders, supervisors, staff nurses, educators, researchers and nursing faculty.

## OBJECTIVES:

**At the conclusion of the program, participants will be able to:**

- Examine what contributes to a healthy work environment
- Describe effective strategies that address bullying behaviors in the healthcare setting
- Discuss what constitutes workplace violence in the healthcare setting
- Explain how principles of high reliability supports safer outcomes for patients
- Identify how a nurse-driven staffing committee can create staffing plans that reflect the needs of the patient population and match the skills and experience of the staff, and
- Identify particular problems of interest and derive the fundamental causes and solutions to those problems.



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**ONL NJ Annual Meeting and Conference Program Book Advertisement Order Form**

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\_\_\_\_\_ Full page back cover - \$550    \_\_\_\_\_ Full page - \$350

**Questions – Please Contact:**

Susan Cholewka, *Executive Director*, ONL NJ • scholewka@njha.com • 609-275-4110

**Make checks payable to:**

ONL NJ, PO Box 6066, Bellmawr, NJ 08099  
Questions? Contact us at 609-275-4180

**Registration Fees**

ONL NJ members – Bring a staff nurse that is an aspiring nurse leader to this year's conference. An aspiring nurse leader is not a current ONL NJ member, manager or director.

**Member:** \$335  
**Non-Member:** \$385  
**Staff Nurse (non-member):** \$250

**Cancellation/Refund Policy**

All cancellations must be received before April 7. Cancellations will receive a refund minus a \$75 service fee. Registrants unable to attend may send an alternate. No confirmation will be sent.

**Additional Information**

- Registrations will be accepted by FAX to 609-275-4271 ONLY IF ACCOMPANIED BY credit card information (MasterCard, VISA or American Express).
- To register online with a credit card please go to: <http://hret-registration.njha.com>.
- In the event of inclement or questionable weather conditions, please call 609-275-4140 for meeting information.

**Hotel Accommodations**

**Princeton Marriott at Forrestal**  
**100 College Road East, Princeton, NJ 08540**

A block of guest rooms has been set aside at the rate of \$159.00 per night for a Standard Room under the name of ONL NJ.

Reservations must be made directly with Marriott reservations by calling 609-452-7800. All reservations must be accompanied by a first night room deposit or guaranteed with a major credit card.

Reservations must be received on or before 3:00 p.m. **March 30.**

**Specifications:**

- Ad Size 7.5" wide x 10" tall
- Full-page bleeds cannot be accommodated
- Final Trim Size: 8.5" wide by 11" tall
- Black and white
- Ad pages printed by Xerox Docutech
- Black & white ads will be accepted as Adobe Acrobat PDFs saved as a print-optimized (high resolution, minimum 300 dpi) no image compression and embedded fonts; or Adobe Photoshop CS6 (.tif, .eps, .psd, .jpg) saved at a minimum of 300 dpi, sized at 100%.

**Artwork Deadline: March 17**

Complete and send this order form to [scholewka@njha.com](mailto:scholewka@njha.com).

