19TH ANNUAL
2015 NICU LEADERSHIP FORUM
APRIL 26 – APRIL 30, 2015

Quality + Innovation:
The New Healthcare Imperative
Synova Associates is pleased to announce the 19th Annual NICU Leadership Forum entitled Quality + Innovation: The New Healthcare Imperative

This unique conference for NICU nurse leaders blends cutting-edge information from nationally recognized speakers, presentations from the top rated NICU’s in the country, individual presentations by meeting attendees, and many networking and social activities. This year, the Planning Committee has put together an amazing conference that also includes a poster session, five pre-conferences for more in-depth learning, and plenty of time for discussion!
The NICU Leadership Forum provides valuable insights and applicable strategies for all nurse leaders and will provide a solid foundation of knowledge to share with and inspire the people they lead.

Who Should Attend?
The NICU Leadership Forum is open for the first time to not only all NICU nurse directors and managers and members of their leadership teams, but also PICU and Pediatric Cardiac ICU nurse leaders. If you are a PICU or CVICU leader, please join us!

Highlights of this year’s meeting:

- Keynote address from Pattie Bondurant, VP at Texas Children's Hospital, on the quality and safety imperatives for a highly reliable intensive care unit.
- An inspiring closing session from Dr. Jen Arnold, practicing neonatologist and star of TLC’s “The Little Couple” that you won’t want to miss!
- Suzanne Gordon, award winning journalist and author, and the Planning Committee will present the innovative play “Bedside Manners,” an interactive play designed to stimulate discussion about how to create and sustain health care teamwork and genuine interprofessional practice. The session helps physicians, nurses and others in health care can develop the skills necessary to communicate more effectively and frame their professional needs in a way that assures patient safety and satisfaction.
- Presentation of the third annual Jennifer L. Howse Excellence in NICU Leadership Award by Lori Armstrong, our 2014 award winner.
- Nurse leaders from Texas Health Presbyterian in Dallas will share their experiences and lessons learned during the Ebola crisis at their hospital. They will discuss the role of senior nursing leadership – media, internal communication, timeline of events, the role of infection prevention – relationship with CDC, training, new screening process, as well as the role of other nurse leaders and community response – the good and the not so great.
- Judi Gooding, Vice President, Signature Programs at the March of Dimes, will announce March of Dimes leading indicators of neonatal family-centered care and describe how March of Dimes will measure NICU policies and practices using the newly created index. This session will engage participants in considering how they may be able to use these indicators in their own NICU to establish policies and measure adherence to practices that are key to establishing and sustaining a family-centered environment.
- NEW! Individual presentations from the top units in the country sharing specific innovative quality initiatives going on in their hospital that have helped to put them at the top!
- Marrianne Bracht, RN, and Mrs. Jack Hourigan, NICU parent, will present the Family Integrated Care (FICare) model that has been developed in Canada. In this model, parents partner with nurses to become confident and competent in providing basic care for their infants (except for intravenous fluid administration, ventilation and IV medications). Results of the pilot trial will be shared with a brief overview of the current FICare multi-centered cluster randomized controlled trial that is underway in Canada and Australia. The parent experience in the pilot and as a member of the FICare team will be shared.
- A panel of NICU and PICU leaders will speak about the importance of building trust and improving communication across pediatric critical care units to ensure consistent practice for patients and consistent messaging to families.
- Five Pre-Conferences: this year the New Leader Bootcamp will be separated into two half days – you can take one or both or mix with another half day. Two new additional in-depth offerings have been added for more experienced leaders aspiring to move up or just be the best leader they can be in their current position. Combine any two half days for the full day price!
- New Leader Bootcamp: Finance (half day)
  - New Leader Bootcamp: Leadership (half day)
  - Finance: A Deeper Dive (half day)
  - Leadership: Growing Your Capabilities (half day)
  - Appreciative Inquiry (full day)
- A Poster Session, sponsored by NANN, highlighting best practices and current research from around the country
- An opportunity to share successes and challenges in a two-hour, small group session (over breakfast) with leaders in similar positions to yours. This was one of the top rated sessions at the 2015 NLF!
- First time attendee welcome prior to the Opening Reception.
Conference Faculty

Jennifer L. Arnold, MD
Neonatologist, Texas Children’s Hospital
Medical Director of Pediatric Simulation Center,
Newborn Center, Texas Children's Hospital
Assistant Professor of Pediatrics, Division of
Perinatal-Neonatal, Baylor College of Medicine

Pattie Bondurant, DNP, RN
Vice President Newborn Center
and Women’s OB/GYN
Texas Children’s Hospital
Houston, TX

Marianne Bracht, RN
Parent Resource Nurse/RSV Nurse Coordinator
Mount Sinai Hospital
Toronto, ON, Canada

Christine Brooks, MSN, RNC-NIC, NE-BC
Nurse Manager
Texas Health Presbyterian Hospital, Dallas
Dallas, TX

Pamela A. Brown RN, PhD, CCRN
Director of Pediatrics and PANDA Transport
Doernbecher Children’s Hospital
Oregon Health and Science University

Barbara Danielson, BSN, RN, CIC
Infection Prevention Manager
Texas Health Presbyterian Hospital Dallas
Dallas, TX

Linda S. Franck, RN, PhD, FRCPCCH, FAAN
Professor & Chair, Department of Family Health
Care Nursing
Jack and Elaine Koehn Endowed Chair
in Pediatric Nursing
University of California, San Francisco
San Francisco, CA

Suzanne Gordon
Journalist/Author/Patient Safety Advocate
Cornell University Press
UCSF School of Nursing
Richmond, California

Judith Gooding
Vice President of Signature Programs
March of Dimes Foundation
White Plains, NY

Shannon Holland, MSN, RN, NEA-BC
Assistant Clinical Director – PICU
Texas Children’s Hospital
Houston, TX

Jack Hourigan
Writer/Improvisor/TV Host/PFCC Advocate
FICare Veteran Parent
Toronto, ON, Canada

Teri Kiehn, MS, RNC
Operations Director, Women and Newborns
Clinical Program
Intermountain Healthcare
Salt Lake City, UT

Pre-Conference Faculty

Cindi Acree, APRN, DNP, MEd, CNS, NNP-BC
Neonatal Nurse Practitioner
Education Consultant-Advanced Practice Nursing
Center for Professional Excellence & Business Integration
Cincinnati Children’s Hospital Medical Center
Cincinnati, OH

Joan Rikli, MSN, RN, CPNP, NE-BC
Director of Neonatal Intensive Care, Women’s
and Infant Services
Spectrum Health
Grand Rapids, MI

Elaine Suess, CLTMC, MBA, BA
President, Beyondbeing Coaching & Consulting
Certified Appreciative Inquiry Practitioner
Certified Leadership and Talent Management Coach
Cincinnati, OH

Pamela Spivey, MSN, APRN, CCNS
Assistant Director, Nursing Professional Development
Texas Children’s Hospital
Houston, TX

Linda B. Talley, MS, RN, NE-BC
Vice President and Chief Nursing Officer
Children’s National Health System
Washington DC

William J. Ward, Jr., MBA
Director Emeritus
Johns Hopkins Bloomberg School of Public Health
Baltimore, MD

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San Francisco, CA
<table>
<thead>
<tr>
<th>Name</th>
<th>Title and Organization</th>
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<tbody>
<tr>
<td>Pattie Bondurant, DNP, RN</td>
<td>Program Chairperson and Women's OB/GYN, Texas Children's Hospital</td>
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<tr>
<td>Micki Arrizola, MBA, RN, BSN, IBCLC</td>
<td>NICU Director, Critical Care Services, Ann &amp; Robert H. Lurie Children's Hospital</td>
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<tr>
<td>Betty Ann Boris, MSN, RN</td>
<td>Clinical Supervisor, The Children's Hospital of Philadelphia</td>
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<td>Lindsey Canon, RNC-NIC, MSN</td>
<td>Nurse Manager, Texas Health Harris Methodist Hospital, Fort Worth</td>
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<tr>
<td>Heather Cherry, RN, MHA, NE-BC</td>
<td>Director, The Newborn Center, Texas Children's Hospital</td>
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<tr>
<td>Stacy Dow, RN, MSN</td>
<td>Nurse Manager, NICU, Boston Medical Center</td>
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<tr>
<td>Tiffany Epperson, MSN, BSN, RNC-NIC</td>
<td>Clinical Manager, Children's Medical Center Dallas</td>
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<td>Sharon Fitzpatrick, MSN, RNC</td>
<td>Nurse Manager, Winchester Hospital</td>
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<tr>
<td>Tara Floyd, BSN, MPH, RN</td>
<td>Director of Neonatal and Pediatric Intensive Care, Children's National Health System</td>
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<tr>
<td>Jennifer Gilpin, RN, BSN</td>
<td>Patient Care Manager, SIH – Memorial Hospital of Carbondale</td>
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<tr>
<td>Sheralyn Hartline, MSN, RNC-NIC</td>
<td>NICU Director, Cook Children's Medical Center</td>
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<td>Jan Hebert, MAS, RNC-NIC, NE-BC</td>
<td>NICU Nurse Manager, UC San Diego Health System</td>
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<td>Shelly Hoehn, BSN, RN</td>
<td>Clinical Manager, Cincinnati Children's Hospital</td>
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<td>Shannon Holland, MSN, RN, NEA-BC</td>
<td>Assistant Clinical Director – PICU, Texas Children's Hospital</td>
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<td>Margaret Holston, RN, BSN</td>
<td>Neonatal Services Data Department Manager, Nationwide Children's Hospital</td>
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<td>Erin Keels, RN, MS, NNP-BC</td>
<td>NNP Program Manager, Nationwide Children's Hospital</td>
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<td>Suzanne T. McCoy, DNP, RN, NNP-BC, NE-BC</td>
<td>Sr. Director Patient Care Operations, Northwestern Medicine Central DuPage and Delnor Hospitals</td>
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<td>Kim Nelson, MSN/MHA, RNC-NIC</td>
<td>Nurse Manager, NICU, Children's National Medical Center</td>
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<td>Denise Pavan, MSN, RN</td>
<td>Nurse Manager, The Children's Hospital of Philadelphia</td>
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<td>Courtney Prewitt, MBA, BSN, RN</td>
<td>Patient Care Manager, Texas Children's Hospital</td>
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<td>Ruth Pruitt, BSN, RNC-NIC</td>
<td>Manager, NICU, Baylor All Saints Medical Center</td>
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<tr>
<td>Cathy Ravelo, MSN, CNML</td>
<td>Nurse Manager, Naples Community Hospital</td>
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<tr>
<td>Dede Scholl, RNC/BSN</td>
<td>Manager, Special Care Nursery, Texas Health Presbyterian Dallas</td>
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<td>Pamela Spivey, MSN, APRN, CCNS</td>
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<td>Nikki Wiggins, RN, BSN, CCRN</td>
<td>Assistant Clinical Director, Doernbecher Children's Hospital/Oregon</td>
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<tr>
<td>Tanya Williams, MSN, RN</td>
<td>Assistant Clinical Director, Texas Children's Hospital</td>
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<tr>
<td>Maggie Wolf, RN, MSN, NNP-BC</td>
<td>Director, NICU, St. Louis Children's Hospital</td>
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<tr>
<td>Judi Gooding</td>
<td>Vice President of Signature Programs, The March of Dimes Foundation</td>
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<tr>
<td>Cathy Bush, MEd, BA</td>
<td>Partner, Synova Associates</td>
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We know – it’s hard to choose! But this year, we are offering you options! The New Leader Bootcamp and the Finance: A Deeper Dive/Leadership: Growing Your Capabilities are available as full day programs or half day sessions. There is a discounted price for the full day that includes lunch with the faculty and other attendees.

**New Leader Bootcamp: Finance**
**Half day morning:** 8:30 am – noon

Participants are encouraged to also attend New Leader Bootcamp: Leadership for a discounted full day rate that includes lunch.

Linda Talley, MS, BSN, RN, NE-BC
Vice President and Chief Nursing Office
Children’s National Medical Center
Washington, DC

New nurse leaders are managing significant budgets, meeting expense reductions and aligning with cost containment targets – while maintaining accountability for outcomes associated with quality of care and the patient experience. Every day, new nurse leaders are calling on business skills, making their job more challenging than ever. Because a working knowledge of finance is now an expectation of managers and directors, they must understand basic budget concepts related to their administrative, operational and fiscal responsibilities. The New Leader Finance Bootcamp will provide a framework for managing the finances of your unit and an understanding of how to use your budget to achieve your goals and to build on your skills.

The New Leader Finance Bootcamp is intended for leaders who have been in their roles for less than two years or those who might want a refresher course. Bring your questions! There will be plenty of time for sharing and advice. Key topics covered will include:

- Review of budget basics
- Roles and responsibilities in day to day management of a budget
- Introduction to variance analysis and strategies used to develop action plans
- Developing strategies that shift the focus to efficient use of resources and away from heavy allocation of financial resources
- Tangible suggestions to partner with your Executive Team (CEO/CFO/COO) including how to begin a dialogue that fosters collaborative problem solving

**New Leader Bootcamp: Leadership**
**Half day afternoon:** 1:00 – 4:30 pm

Participants are encouraged to also attend New Leader Bootcamp: Finance for a discounted full day rate that includes lunch.

Pam Spivey, MSN, PRN, CCNS
Assistant Director, Nursing Professional Development
Texas Children’s Hospital
Houston, TX

Leading, learning and growing...

As you seek to engage and inspire others in accomplishing specific goals and objectives for your organization, your ability to influence is crucial for success. Leading takes courage, strength and an ability to know your own strengths and opportunities. Take an active role in understanding your strengths as a leader, in determining growth opportunities for you and your team, and in focusing on the development of key relationships. Maximize your leadership potential by expanding your professional strategies and goals.

- Explore your unique leadership style
- Recognize leadership characteristics that are essential for success
- Determine innovative methods for building relationships and motivating your team through a shared vision and mission
- Describe how effective leaders facilitate growth and create a climate that drives flourishing teams
- Identify techniques that promote healthy working relationships by addressing bad behaviors in a professional manner
- Recognize the importance of seeking opportunities for your own continued professional improvement
- Develop strategies to build resilience in you and your team
Pre-Conferences – Sunday, April 26

The next two sessions, Finance: A Deeper Dive and Leadership: Growing Your Capabilities, are intended for more experienced leaders who are looking to move up or grow their current leadership skills. They are available as a full day program or participants may select only the finance half day or the leadership half day. There is a discounted price for the full day that includes lunch with the faculty and other attendees.

Finance: A Deeper Dive
Half day morning: 8:30 am – noon
Participants are encouraged to also attend Leadership: Growing Your Capabilities for a discounted full day rate that includes lunch.

William J. Ward, Jr., MBA
Director, MHA Degree Program
Johns Hopkins Bloomberg School of Public Health
Baltimore, MD

Like it or not, health care has become a business. Resources are scarce and stretched to the breaking point. Doing more with less is routine. The need for sound business and financial management is paramount. Managers at all levels in the organization must be able to manage their resources, comply with budgetary limits and challenges, and work with finance to balance the clinical imperative with the business reality.

To do this, managers must understand how to manage a budget, determine the underlying causes of performance deviations, develop dashboards that work to keep staff and others apprised of what is happening, attack performance issues, and communicate objectively with organizational leadership. In this session, you’ll gain the skills you need to do all of this and more (without having to get a business degree)!

Based on participant input, this program offers managers the business and financial management knowledge they need to manage in an era of scarcity. Participants will gain knowledge they can use immediately in the workplace, including:

• How to attack everyday budget problems
• How to calculate Volume Adjusted Variance Analysis to quickly and accurately determine the underlying causes of budget deviations
• How to put together an easy to understand performance dashboard
• How to communicate with finance and executive leadership

Mini scenarios will be used to illustrate the material. Participants are encouraged to bring a laptop with Excel® capability. Have situations or questions you are uncomfortable asking at your own organization? Bring those too, and let our expert speaker as well as your peers from around the country assist you with them in a safe, confidential, and inclusive environment.

Leadership: Growing Your Capabilities
Half day afternoon: 1:00 – 4:30 pm
Participants are encouraged to also attend Finance: A Deeper Dive for a discounted full day rate that includes lunch.

Linda Talley, MS, BSN, RN, NE-BC
Vice President and Chief Nursing Office
Children's National Medical Center
Washington, DC

Joan Rikli, MSN, RN, CPNP-BC, NE-BC
Director of Neonatal Intensive Care and Women's and Infants Services
Helen DeVos Children's Hospital – Spectrum Health
Grand Rapids, MI

Continuous quality improvement isn’t just for performance indicators. Learn how to improve your own job performance by focusing on your personal and professional capabilities (for once). Are you thinking about your next career move, or about how to optimize your performance in your current role? You should be! This workshop will identify strategies that will help you create a career map that will best position you for your next opportunity, as well as how to shine in any role. Topics include:

• Creating a career map
• Identifying opportunities to present to internal and external audiences
• Telling your story through outcomes
• Prioritizing, delegating, building support systems
• Importance of being vulnerable
• Building a board room presence
• Gain national exposure through professional affiliations
• Support nursing research
• Educational advancement
• Community involvement
• Mentoring opportunities
• Informing policy makers
• Lots of time for discussion and questions
Appreciative Inquiry
Call for Action: Designing and Moving Toward the Ideal Future
8:30 am – 4:30 pm, lunch included

Elaine Suess, CLTMC, MBA, BA
President, Beyondbeing Coaching & Consulting
Certified Appreciative Inquiry Practitioner
Certified Leadership and Talent Management Coach

Cindi Acree APRN, DNP, MEd, CNS, NNP-BC
Neonatal Nurse Practitioner
Education Consultant-Advanced Practice Nursing
Center for Professional Excellence & Business Integration
Cincinnati Children’s Hospital Medical Center

Appreciative Inquiry (AI) is a positive, evidence-based approach to change that searches for the positive core, focuses on strengths, and amplifies success to create a future that is most desired.

Increasing amounts of uncertainty in health care reform, rapid change, and cost cutting initiatives impact the workflow of nurses. The Appreciative approach aids hospitals in effectively taking on the resultant challenges of uncertainty, such as nursing disengagement, burnout, and turnover. AI is effective through its strengths-based approach to designing and developing actions and strategies for successful change.

As a paradigm shift, AI allows us to work toward the ideal. Imagine a shift from: “Fix the nurse retention problem” to: “Create a magnetic work environment.” AI takes problems by reframing them toward the desired outcome, and research shows that individuals are much more innovative when in this space. (Research also shows we literally see people differently when engaged in this positive way of thinking.)

The session will use: 1) Topics you choose that most resonate with your work, 2) Pre-reading for participants who would like to learn more before arrival, and 3) A follow-up conference call to discuss wins and challenges if desired.

The day will also include: connecting with your colleagues, handouts and tools to use at your work setting, and other resources.

The essence of leadership “is to create an alignment of strengths in ways that make a system’s weaknesses irrelevant.” –Peter Drucker.
Main Conference – Sunday, April 26 (Two Receptions)

First Time Attendee Reception
6:00 – 6:30 pm

Opening Reception (For New and Returning Attendees)
6:30 – 8:30 pm

Main Conference – Monday, April 27

7:00 – 8:00 am
Breakfast

8:00 – 8:15 am
Opening Remarks by the Synova Team

8:15 – 10:00 am
Keynote Address: Bedside Manners
Suzanne Gordon
Journalist/Author/Patient Safety Advocate
Cornell University Press
UCSF School of Nursing
Richmond, California

Suzanne Gordon, award winning journalist and author, and the Planning Committee will present the innovative play “Bedside Manners,” an interactive play designed to stimulate discussion about how to create and sustain health care teamwork and genuine inter-professional practice. The session helps physicians, nurses and others in health care to develop the skills necessary to communicate more effectively and frame their professional needs in a way that assures patient safety and satisfaction.

10:15 – 11:30 am
Quality and Safety Imperatives for Nurse Leaders
Pattie Bondurant, DNP, RN
Vice President Newborn Center and Women’s OB/GYN
Texas Children’s Hospital
Houston, TX

In her keynote address, Pattie Bondurant will challenge us to be a different kind of nurse leader and give us ideas about how we become catalysts for change to improve care and outcomes for our littlest patients. We will walk away with a new understanding of how central nursing and nursing leadership is...and will be, in transforming care for our patients and families.

11:30 am – 12:00 pm
Presentation of the 3rd Annual Jennifer L. Howse Excellence in NICU Leadership Award

12:15 – 1:30 pm
Roundtable Luncheon

1:30 – 2:45 pm
Of All The Gin Joints in all the Towns in all the World, He Walks into Mine
Barbara Danielson, BSN, RN, CIC
Infection Prevention Manager
Texas Health Presbyterian Hospital Dallas
Dallas, TX

Christine Brooks, MSN, RNC-NIC, NE-BC
Nurse Manager, NICU
Texas Health Presbyterian Hospital, Dallas
Dallas, TX

During the aftermath of the first confirmed Ebola patient to an American Emergency Department, the speakers will present:
• The collaborative role among all departments, with a focus on infection prevention, high level PPE, waste management, and cleaning and disinfecting
• The role of department leaders at all levels during an unprecedented media event on your campus
• The community’s response – good, bad, and ugly

2:45 – 3:15 pm
Gold Sponsor Presentation: Kimberly Clark

3:30 – 4:30 pm
Overview of Attendee Presentations on Innovative, Quality or Outstanding Achievements in their Hospital, NICU, PICU or CVICU

The Planning Committee requested brief overviews of the 12 track presentations that will be given on Wednesday. The final presentations will be blindly selected by the Planning Committee, based on the criteria of outstanding innovation, quality or inspirational topics. This brief overview will give attendees a chance to hear a little bit about all presentations in order to make a more informed selection on the Track Day.

4:30 – 7:00 pm
Pizza in the Exhibit Hall

7:00 pm
Dessert Reception in the Presidential Suite
7:45 – 9:45 am
Breakfast Discussions with Peer Groups

10:00 – 11:15 am
Mining the Data
Teri Kiehn, MS, RNC
Operations Director, Women and Newborns Clinical Program
Intermountain Healthcare
Salt Lake City, UT

In today’s health care environment it is imperative that all health care organizations be cognizant not only of providing the best quality care, but also understand how to provide the care at the lowest possible cost. This presentation will provide examples of utilizing data to analyze cost while still providing excellent care. Attendees will be provided with concrete examples of quality improvement projects that can be instituted in their facility.

11:15 – 11:45 am
Sponsor Presentations

11:45 am – 1:00 pm
Exhibit Hall

1:00 – 2:00 pm
Roundtable Luncheon

2:00 – 3:00 pm
Family-Centered Care: How Can We Measure Up?
Judith Gooding
Vice President of Signature Programs
March of Dimes Foundation
White Plains, NY

Judi Gooding will announce the March of Dimes leading indicators of neonatal family-centered care practice and describe how March of Dimes will measure NICU policies and practices using the newly created index. This session will engage participants in considering how they may be able to use these indicators in their own NICU to establish policies and measure adherence to practices that are key to establishing and sustaining a family-centered environment.

3:00 – 3:45 pm
Sponsor Presentations

6:30 – 11:00 pm
Dinner and Social Event sponsored by Synova Associates
9:00 – 10:15 am
Track 1: From Innovation to Impact
Linda S. Franck, RN, PhD, FRCPCH, FAAN
Professor & Chair, Department of Family Health Care Nursing
Jack and Elaine Koehn Endowed Chair in Pediatric Nursing
The US has been a world leader in innovative perinatal and neonatal care and yet in many parts of the country deep disparities exist in access, quality of care and outcomes for pregnant women and newborn infants. How can NICU nurse leaders broaden their influence to have a positive population-level impact on newborn and family outcomes? In this session, Dr. Franck will share lessons from the planning year of the UCSF Preterm Birth Initiative, a multi-year, transdisciplinary research effort to reduce the burden of preterm birth funded by the Bill and Melinda Gates and Marc and Lynn Benioff foundations. Researchers, clinicians and community advocates at UCSF and partner institutions are bringing innovative ideas and approaches to address the epidemic of preterm birth, which is the number one killer of newborns around the world. Are you ready to join the movement?

9:00 – 10:15 am
Track 2: Anatomy of a PICU Medication Error
Pamela A. Brown RN, PhD, CCRN
Director of Pediatrics and PANDA Transport
Doernbecher Children’s Hospital
Oregon Health and Science University
The process of medication administration is a complex one that involves multiple disciplines and individuals. The nurse can either be the patient’s last line of defense or the proximate cause of the error. Participants will be walked through a root cause analysis of a medication error that resulted in a patient’s death, comparing the theoretical process of medication administration with what actually occurred on the day of the event. Traditionally, the analysis of medication errors has been handled in a narrow context with only those individuals directly involved participating in the analysis of the event. This session will provide participants an opportunity to analyze their own practice in relation to the error described and incorporate the lessons learned into their practice.

9:00 – 10:15 am
Track 3: Building Communication Across Pediatric Critical Care Units
Shannon Holland, MSN, RN, NEA-BC
Assistant Clinical Director – PICU
Texas Children’s Hospital
Houston, TX
This panel presentation, led by Shannon Holland, will speak about the importance of building trust and improving communication across pediatric critical care units to ensure consistent practice for patients and consistent messaging to families. Quality patient outcomes can best be achieved through multi-disciplinary, multi-unit collaboration. This is our first formal opportunity to highlight collaboration between NICUs, PICUs, and CVICUs. Please join us for some real life examples of how units across organizations worked together to put the patient first.

10:20 – 10:40 am
Three Tracks of Attendee Presentations on Innovative, Quality or Outstanding Achievements in their Hospital, NICU, PICU or CVICU. Specific topics to be announced in March

10:45 – 11:05 am
Three Tracks of Attendee Presentations on Innovative, Quality or Outstanding Achievements in their Hospital, NICU, PICU or CVICU. Specific topics to be announced in March

11:05 – 11:25 am
Three Tracks of Attendee Presentations on Innovative, Quality or Outstanding Achievements in their Hospital, NICU, PICU or CVICU. Specific topics to be announced in March

11:25 – 11:45 am
Three Tracks of Attendee Presentations on Innovative, Quality or Outstanding Achievements in their Hospital, NICU, PICU or CVICU. Specific topics to be announced in March

11:45 – 1:00 pm
Manned Poster Session Sponsored by NANN
2015 NICU LEADERSHIP FORUM AGENDA

Main Conference – Thursday, April 30

7:30 – 8:00 am
Breakfast with Abbott Nutrition Health Institute

8:00 – 9:15 am
Moving from Family Centered Care to Family Integrated Care: What Does It Take?
Marianne Bracht, RN
Parent Resource Nurse/RSV Nurse Coordinator
Mount Sinai Hospital
Toronto, ON, Canada

Jack Hourigan
Writer/Improv/TV Host/PFCC Advocate
FiCare Veteran Parent
Toronto, ON, Canada

Family Integrated Care (FiCare) model has been developed in Canada in which parents are integrated into the care team. In this model parents partner with nurses to become confident and competent in providing basic care for their infants (except for intravenous fluid administration, ventilation and IV medications).

Development and results of the pilot trial will be shared with a brief overview of the current FiCare multi-centered cluster randomized controlled trial that is underway in Canada and Australia. The parent experience in the pilot and a parent as a member of the FiCare team will be shared.

9:30 – 9:45 am
Presentation of Spirit Award

9:45 – 11:00 am
Closing Speaker:
Jennifer L. Arnold, MD
Neonatologist, Texas Children’s Hospital
Medical Director of Pediatric Simulation Center, Newborn Center, Texas Children’s Hospital
Assistant Professor of Pediatrics, Division of Perinatal-Neonatal, Baylor College of Medicine

An inspiring closing session from Dr. Jen Arnold, practicing neonatologist and star of TLC’s “The Little Couple” that you won’t want to miss! Jen will close our meeting focused with the story of her own personal journey as a patient and as a provider.

11:00 – 11:30 am
Slide Show and Meeting Wrap-up
Registration Information

The meeting starts on Sunday night, April 26th at 6:00 PM with the Opening Reception and ends Thursday, April 30th at noon after Dr. Jennifer Arnold’s exciting closing presentation. Click here to register now! Or visit: http://www.synovaassociates.com/2015-NLF-register/; click on NICU Leadership Forum, 2015 meeting. Registration will not be complete until we have received the following:

- Registration form, submitted electronically.
- Full payment by credit card or hospital check.
- Completed on-line Attendee Directory information, including an uploaded professional picture.

Registration Fees

<table>
<thead>
<tr>
<th>Conference Registration:</th>
<th>Early: Before February 15</th>
<th>Open Registration: February 15 – March 31</th>
<th>Late: After March 31 (if available)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$649</td>
<td>$699</td>
<td>$799</td>
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</table>

### Pre-Conference Workshops

<table>
<thead>
<tr>
<th>Event</th>
<th>Fee 1</th>
<th>Fee 2</th>
<th>Fee 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Leader Bootcamp, Full day, Both sessions (lunch included)</td>
<td>$269</td>
<td>$269</td>
<td>$350</td>
</tr>
<tr>
<td>New Leader Bootcamp, Finance, Half day, AM</td>
<td>$169</td>
<td>$169</td>
<td>$250</td>
</tr>
<tr>
<td>New Leader Bootcamp, Leadership, Half day, PM</td>
<td>$169</td>
<td>$169</td>
<td>$250</td>
</tr>
<tr>
<td>Appreciative Inquiry, Full day (lunch included)</td>
<td>$269</td>
<td>$269</td>
<td>$350</td>
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<tr>
<td>Moving on Up: Finance + Leadership</td>
<td>$269</td>
<td>$269</td>
<td>$350</td>
</tr>
<tr>
<td>Finance: A Deeper Dive, Half day, AM</td>
<td>$169</td>
<td>$169</td>
<td>$250</td>
</tr>
<tr>
<td>Leadership: Growing Your Capabilities Half day, PM</td>
<td>$169</td>
<td>$169</td>
<td>$250</td>
</tr>
</tbody>
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Since conference registration and hotel rooms are limited, early registration is advised. Registrations sent without payment or purchase order will not be complete. Confirmation will be sent by email when all information is received and, at that time, the participant is officially registered.

- Out of consideration to registrants, children of any age and spouses/guests may not attend the sessions. Spouses/guests may attend designated social events at additional payment.
- Tuition includes ongoing education hours and meals (including all social events) as indicated on the agenda.

### Scholarships

Synova Associates is also providing a new scholarship for 2015 that includes tuition and $1500 towards hotel and travel expenses. All scholarship applications are evaluated through a blinded process and are completely confidential. Click here to download the Synova criteria and application. Click here to download the application for just the criteria and application for the NANN scholarships. You may apply for all scholarships; however, no applicant will receive more than one. Past 2014 scholarship winners are not eligible to receive a scholarship in 2015.

### Accreditation

The NICU Leadership Forum is approved for approximately 18 contact hours through California Provider C-15417. The pre-conferences and post-conference will be awarded contact hours depending on the length of the program.

### Method of Payment

Payment may be made online using Visa, Master Card or American Express. Hospital checks will be accepted if received by April 15. Registration fees must be paid and received by the registration deadlines in order to receive the discounted rates. Payment should be made to Synova Associates, 10825 Sexton Dr., McKinney Texas 75070. Tax ID: 27-3903686.

### Tax Deductibility

Expenses of training, tuition, travel, lodging and meals to maintain or improve professional skills may be tax deductible. Consult your tax advisor.

### Cancellations

Cancellations must be made in writing via email to Sandy Chapman at schapman@synovaassociates.com. Cancellations received before March 31 will be fully refunded, minus a $25 processing fee. Cancellations made between March 31 and April 15 will be assessed a $75 processing fee. After April 15, no refunds will be made; however, we will gladly transfer your registration to another meeting participant. If this meeting is cancelled for any reason, including labor strikes or acts of God, liability is limited to a full refund of registration fees only.

### Program Changes

Synova reserves the right to make necessary changes in speakers, topics or schedule. Please see www.synovaassociates.com for the most up-to-date agenda.
Questions?
- Chrissy Burke: 617-320-5017 or cburke@synovaassociates.com
- Sandy Chapman: 510-366-4267 or schapman@synovaassociates.com

Hotel Accommodations
The 2015 NICU Leadership Forum will be held at The Riviera.

The Riviera
1600 N. Indian Canyon Drive
Palm Springs, CA 92262
760-327-8311
www.psriviera.com

Relax and re-energize in one of Palm Springs most legendary resorts. The Riviera emanates the glitz and uber-cool attitude of 1960’s Palm Springs. The hotel often hosted Rat Pack icons Frank Sinatra and Sammy Davis Jr. Enjoy their beautiful grounds, the luxurious spa, state-of-the-art fitness center, relaxing pool or walk downtown to shopping and restaurants.

A limited block of rooms is being held at a special price of $189.00 plus occupancy and sales tax (currently 14.5% plus CA state tourism fee of .105% and tourism assessment fee of 2%). The resort fee is included in this daily rate and includes high-speed internet, daily newspaper and Fitness Center access.

Parking rates are $20 per night for valet and $8 per night for self parking.

Reservations must be made prior to March 31, 2015; after that date, rooms will be available if space allows.

To make reservations, either call 1-866-588-8311 and ask for the 19th Annual NICU Leadership Forum or click here (www.psriviera.com, click on reservations, select “Enter Group/Negotiated Rate” below the calendar, select the dates of the event, put 50J3YG where it says group code).

Air and Ground Transportation
Palm Springs International Airport is the closest airport to the conference center. Rental cars and cabs (approximately $20 one way) are available at the airport.

You may also fly into San Diego or LAX and drive to Palm Springs. Please consult your local travel agent for more information.

Lori Armstrong, recipient of the 2015 Jennifer L. Howse Excellence in NICU Leadership Award

Janet Wirt receiving the 2014 Spirit Award from Pee Wee Harrison, our closing speaker