FEARLESS

CHOOSING TO LEAD WITH COURAGE

27th Annual NICU Leadership Forum
March 19-23, 2023
Westin La Paloma | Tucson, Arizona

SYNOVA NICU LEADERSHIP FORUM

PROGRAM DESCRIPTION:

The great Nelson Mandela once said, "I learned that courage was not the absence of fear, but the triumph over it." The NICU environment requires strong nurse leaders to be vigilant on patient safety, staff safety, and the overall well-being of those on their teams. Choosing to lead fearlessly allows nurse leaders to return to an intentional leadership approach, conquering fear that can hold them back.

At the 2023 NICU Leadership Forum, we will:

- Experience a musical event to cultivate courage and joy
- Discover how to construct a culture that emphasizes belonging
- Share stories of success and find new ways to lead with purpose
- Develop lasting strategies to improve the psychological safety of all team members

Opening Keynote:

Tad Worku, MSN, RN, FNP-BC, CEN
Nurse Practitioner and Singer/Songwriter

The Courage to See Hope

Tadele (Tad) Adugnaw Worku is a Family Nurse Practitioner, an educator, a musician, and a mission coach, lending his efforts to supporting well-being for healthcare providers. Worku, at his core, is committed to purpose and serving those around him.

The Courage To See Hope uses both music and stories from Worku's experience as a frontline provider, educator, and professional musician to take listeners on an inspirational journey. This presentation examines the role of hope in building resiliency and the courage it takes to find and maintain that hope.

"For me, the biggest takeaway was realizing I was not alone. Knowing what others had overcome gave me the confidence to continue forward and evolve into a better leader."

– KAREN WAYMACK, ADN, RN

NICU LEADERSHIP FORUM GENERAL SESSIONS

'We' Always Wins in the 'Us versus Them' Competition

Luanne Smedley, MHA, BSN, RN, NEA-BC, Executive Director and Associate Chief Nursing Officer, Stanford Medicine Children's Health

This presentation will focus on how competitiveness and misunderstanding of roles can lead to a mentality of 'Us versus Them.' This not only creates distrust and frustration between teams from different departments but also negatively impacts the relationship between executive leadership and frontline managers. Participants will leave with an understanding of how to dispel myths of how the c-suite operates and tools and ideas to create a culture of 'We' in the 'Us versus Them' culture in their organization.

Exploring the Future of Nurse Leadership

Pattie Bondurant, DNP, RN, Chief Transformation and Quality Officer, Transform Healthcare Consulting, LLC

This session will engage you in hands-on exercises with your peers where you will reflect on your own practice as a nurse leader. Together we will define our future state based on the pillars of nurse leadership defined by the new Nurse Leadership Certification: Community, Culture of Quality and Safety, Wellbeing, Mentoring, Strategy, and Operations. Join us in our journey, as we define and evolve the important contemporary role of nurse leaders at all levels.

Creating Psychological Safety at Work

Louis Arrolo, M.Ed., MAPP, PhD candidate, Change Consultant, The Wellbeing Lab

Psychological safety is the feeling of confidence you experience with others when you trust they will not shame, reject, or punish you. Studies suggest that psychological safety is one of the key differentiators of high-performing teams and that it positively impacts your levels of wellbeing and performance. In this session we'll discover techniques that can help you to feel safe in almost any situation at work and improve work relationships, evaluate psychological safety on your own work team and learn strategies to help your workplace create a balance to avoid exhaustion, burnout and build wellbeing.

Reducing Nurse Leader Burden: A Data-Driven Approach Using Lean Methodology

Michelle Pratt, RNC-MNN, C-ONQS, Unit Director, Emory Decatur Hospital;

Michelle Kitchens, BSN, RN, CNML, NICU Director, Emory Decatur Hospital

Today's nurse leaders face increasing pressure to juggle multiple priorities with fewer resources. Competing demands for focus on quality and safety, patient experience, staff engagement and retention, and operational necessities create an environment of continual overburden. In this session, we will share a data-driven approach to exploring overburden which allowed our team to successfully advocate for realignment of goals, redistribution of clerical tasks, and a renewed focus on creating an environment that promotes nurse leaders functioning to the top of their license and expertise.

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RaDonda Vaught: Lessons Learned from the Criminal Case Against a Nurse

Elizabeth Rudolph, JD, MSN, RN, Attorney and CEO, JurexNurse.com

Nurse RaDonda Vaught was criminally prosecuted for a medication error that led to a patient's death. Come hear the lessons learned from this case including strategies to reduce your liability in nursing practice. A must-hear for every nurse.

Featured Panel: Fatigue to Fearless: Nurse Leaders' Journey to Wellbeing

Moderator: Diane Rogers, PCC, CPXP

Panelists:

Janet Wirt, MSN, RNC-NIC, NE-BC, CPXP, NICU Manager, Rady Children's Hospital at Scripps La Jolla and Encinitas

Luann Jones, DNP, APRN, NNP-BC, NE-BC, Director of Customer Success & Project Management, AngelEye Health

Melissa Mora, BSN, RNC-OB, Clinical Content Coordinator, Synova Associates LLC

Join the conversation, connection and insight from three iconic nurse leaders in this unique talk-show format, where you hear their extraordinary personal journeys of discovery, reflection AND action, shared through the lens of the science of wellbeing. Their courageous stories reveal how they moved from the depths of fatigue, loss, and hopelessness to rediscovering and utilizing their strengths, passion and perseverance (GRIT), to recapture their magnificence and meaningfulness to (now) thrive and flourish. You'll laugh, you may cry, you'll be inspired, and you'll leave energized, and invited to recognize and use your strengths to overcome the seemingly impossible.

PRE-CONFERENCES

The Hook and The Pitch: A Finance and Budget Bootcamp *(Half Day, AM)*

Knowing how to create a budget to maximize your staffing and unit's needs is an essential skill for all nurse leaders. In this half day pre-conference, we will delve into updates on nursing economics, staffing, line-by-line budget explanation, and strategies to make the case to senior leadership to get what you need. Case studies, breakout discussions, and role play activities will hone your skills to advocate for funding and provide new strategies to improve the management of your unit.

Quality & Safety: A Workshop to Design and Execute Your QI Projects *(Half Day, PM)*

Pattie Bondurant, DNP, RN, Chief Transformation and Quality Officer, Transform Healthcare Consulting, LLC

Samantha Alessi, MSN, RNC-NIC, CLC, ACCNS-N, MSN, RNC-NIC, CLC, ACCNS-N, Hassenfeld Children's Hospital at NYU Langone

In today's ever-changing healthcare landscape, leaders are tasked with setting an environment with an emphasis on quality and safety. Quality improvement is dependent upon strong multidisciplinary relationships as well as engaging frontline staff in a shared mental model and accountability to patient safety. In this pre-conference, we will review the foundations of quality and safety, how to display metrics in a meaningful way for all team members as well as how to choose the improvement initiative to focus on. We will also assess your current culture of safety and review how to apply systems thinking and utilize tools to identify meaningful solutions through case studies.

CONFERENCE INFORMATION

GENERAL SCHEDULE *(subject to change, visit synovaassociates.com for the up to date agenda)*

Sunday, March 19th: **8:30 AM – 4:30 PM:** Pre-conferences
6:00 PM: Opening Reception

Monday, March 20th: **8:00 AM – 3:30 PM:** General Session
3:30 PM – 6:15 PM: Exhibit Hall

Tuesday, March 21st: **8:30 AM – 3:15 PM:** General Session, Exhibit Hall and Facilitated Luncheon
6:30 PM: Dinner and Entertainment

Wednesday, March 22nd: **8:30 AM – 1:15 PM:** Track Sessions and Poster Session
1:15 PM: Afternoon off

Thursday, March 23rd: **8:00 AM – 12:00 PM:** General Session

REGISTRATION

To register, visit: *http://www.synovaassociates.com/nicu-leadership-forum*

Registration will not be complete until we have received the following:

- Registration form, submitted electronically
- Full payment by credit card or hospital check. Registration fees must be paid by registration deadlines to receive discounted rates

REGISTRATION FEES

MAIN CONFERENCE REGISTRATION

- $799 USD Early Bird Registration (ending December 9, 2022)
- $899 USD Regular Registration
- $949 USD Late Registration (after February 9, 2023, if available)

Discount available for teams of 5 or more from the same hospital. Contact mgehl@synovaassociates.com for details.

PRE-CONFERENCE

- $175 USD – The Hook and The Pitch: A Finance and Budget Bootcamp (Half Day, AM)
- $175 USD – Beyond the Bedside: Essential Tools and Training for Today's Nurse Leader (Half Day, PM)
- $315 USD – Both AM and PM Pre-Conferences (includes lunch)

Since conference registration and hotel rooms are limited, early registration is advised. Registrations sent without payment or purchase order will not be complete.

- Out of consideration to registrants, children of any age and spouses/guests may not attend the Sessions. Guests may attend the social event on Tuesday, March 21st for a fee
- Tuition includes continuing education hours and most meals

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WHO SHOULD ATTEND?

- NICU Directors, Managers, Supervisors and members of their leadership teams
- Neonatal Nurse Practitioner Supervisors
- Executive Directors of Women's Services

SCHOLARSHIPS

Synova will be granting tuition scholarships for nurse leaders to attend NICU Leadership Forum. The scholarship application deadline is November 15, 2022. If accepted, you commit to attend the event.

ACCREDITATION

The 27th Annual NICU Leadership Forum is approved for approximately 18 contact hours through Abbott Nutrition Health Institute. The pre-conferences 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 February 9, 2023. Registration fees must be received by the registration deadlines in order to receive the discounted rates. Payment should be made to Synova Associates, 13425 Marquette Ave., Elm Grove, WI 53122. Tax ID: 27-3903686.

CANCELLATION AND SUBSTITUTION POLICY

All cancellations, requests for refunds and substitutions must be made in writing to *mgehl@synovaassociates.com*, based on the following criteria:

- **Cancellations requesting a refund or transfer credit:** Must be received in writing by February 9, 2023. A processing fee of $100 will be deducted from each refunded registration. No refunds will be granted after February 9, 2022.
- **Attendee substitutions:** Must be received in writing at any point before the conference begins.

PROGRAM CHANGES

Synova reserves the right to make necessary changes in speakers, topics or schedule.

Please see *http://www.synovaassociates.com/* for the most up-to-date agenda.

QUESTIONS?

Please contact Melissa Gehl at *mgehl@synovaassociates.com* or 414-394-3675.

HOTEL AND TRAVEL

HOTEL ACCOMMODATIONS

The 2023 NICU Leadership Forum will be held at the Westin La Paloma.

Westin La Paloma Resort
3800 East Sunrise Drive
Tucson, AZ 85718
Book now at *https://bit.ly/WLPSynova2023*

The Westin La Paloma Resort and Spa is a AAA Four-Diamond hotel in the middle of the Sonoran Desert that was voted a Top Resort by Condé Nast Traveler readers. With staggering views of the Santa Catalina Mountains, activate your sense of adventure with a stroll through Sabino Canyon. The resort balances activity with leisure, offering dynamic work spaces at our full-service business center and five outdoor pools with cabanas, chaise lounge chairs and shimmering waterfalls. The Westin La Paloma will complete a $15 million dollar renovation in February 2023.

A limited block of rooms is being held at a special group rate of $209 per night (plus tax). Reservations must be made prior to March 2, 2023; rooms will be available as space allows. The normal daily resort service charge of $29 is complimentary for this event. Please note that it will show as $29 on your confirmation letter as well as on the total as you are finishing your reservation. This will be corrected on your final bill. Should you need to cancel your reservation, please ensure that you do so at least 7 days prior to arrival to prevent a cancellation fee of one night's room and tax.

AIR AND GROUND TRANSPORTATION

Tucson International Airport is the closest airport to the conference center. Super shuttle, rental cars, taxis and Ubers are available.

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