



65 and Thriving

1949 - Present

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AORN Mission, Vision & Values

Mission: To promote safety and optimal outcomes for patients undergoing operative and other invasive procedures by providing practice support and professional development opportunities to perioperative nurses. AORN will collaborate with professional and regulatory organizations, industry leaders, and other health care partners who support the mission.

Vision: AORN will be the indispensable resource for evidence-based practice and education that establishes the standards of excellence in the delivery of perioperative nursing care

Values:

- *Communication: Open, Honest, Respectful*
- *Innovation: Creative, Risk Taking, Leading Edge*
- *Quality: Reliable, Timely, Accountable*
- *Collaboration: Teamwork, Inclusion, Diversity*



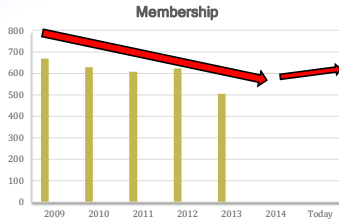
“What type of nurses join such an organization as ours?”

“AORN has a full quota of honest thinking nurses. They are curious and, above all, enthusiastic and full of constructive and practical criticism. They use the knowledge and experience of others in improving performance and giving patients in the operating rooms the best care and attention possible.”

MA Chapter 1 Founders Group 1957



Best Practice, Rapid Response, Code, DNR?



Where Are You?



It's All About Stewardship

- Stewardship is a service focused concept
- Our work as AORN leaders is service to our profession at the specialty level and for the whole
- Best way to engage in stewardship is to consider the three elements
 - Time
 - Talent
 - Treasure



Talent & Time, the Hard Questions:

- Are we realistic in our ask?
- Do we offer our member volunteers the resources to do the work?
- Have we considered how to engage our members in chapter work understanding our generational diversity?
- How do we engage the members as mentors?
- Do we do it the way we always have done?
- What do we need to do to change?



Creating Engagement

Expand participation and engagement from:

1. Current members
2. Inactive members
3. Lapsed members
4. Non-members



Where to Start?

- Understand the concept of stewardship
- Take risks and ask the hard questions
- Be transparent about the reality
- Forget about “we always do it this way”
- Level of service to customer matters in the OR and at the Chapter level
- Understand the burden of responsibility for managing the fiscal support from the society
- Listen equally to members and potential members
- Strive for indispensability



Generational Diversity

Why Consider?

- Important for developing teams
- Influences ideas about work and career
- Each cohort has developed a collective personality that is defining
- Diversity offers opportunity in the workforce

Four Generations

- Veterans (1925 – 1945)
- Baby Boomers (1946 – 1964)
- Generation X (1963 – 1980)
- Millenials (1980 – 2000)

(Kramer, I., Generational Diversity, Dimensions of Critical Care Nursing, 29(3) May/June 2010 , p 125-128)



Rank Order of Traits

Veteran

1. Loyal to organization
2. Respect Organizational hierarchy
3. Like Structure
4. Accept workplace authority
5. Give maximal effort

Boomers

1. Give maximal effort
2. Accept workplace authority
3. Results driven
4. Loyal to organization
5. Retain what they learn

Gen X

1. Adapted with technology
2. Like informality
3. Learn quickly
4. Seek work life balance
5. Embrace diversity

Millenials

1. State of art with Technology
2. Like formality
3. Embrace diversity
4. Learn quickly
5. Need supervision (new to workforce)

Source: Society of Human Resources Survey (2004) in Shangraw & Whitton, "Managing intergenerational differences in academic anesthesiology" (2007) Current Opinions in Anesthesiology, 20:558-565



Membership

- 2014 failed to seat all delegates - recruited from out of state
- Poor process for welcoming
- No follow-up for lapses
- Mentoring is absent
- Failure to recognize need to rotate meeting sites



Membership, the Hard Questions:

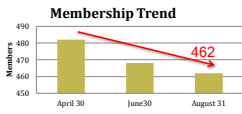
- Is the BOD aware of the decline?
- What should we do about welcoming?
- Are we missing the boat by not engaging Periop 101 members?
- Do we have the courage to ask why members have left?



Membership



- Rebuild Board of Directors
- Accountability standards, review of current state, expectations, roles & responsibilities
- Established priorities
 - Compliance
 - Education
 - Communication
- Needs assessment September 2014
- Shift in education offerings



Current State
✓ Work underway



Needs Assessment

- Electronic survey



Communication

- 5 newsletters to 2
- Content weak
- Meeting announcements delivered night before the meeting
- Web page not updated in a timely manner



Communication, the Hard Questions:

- What is the value of good communication?
- Should we redesign the process for publishing the newsletter?
- How do we recruit content?
- What should we do to improve information messaging?



Communication



- Communication Committee established
- Newsletters reinvigorated
- Web page update
- Use OR Nurse Link for BOD docs
- On-line format (ReadyTalk) for meetings and education
- Survey capability added to electronic communication subscription

Current State
 ✓ Improvements Made



Accountability

Accountability Standards

- Conduct a minimum of 3 educational meetings with contact hours annually
 - May be face-to-face, webinars, toolkits or conference calls
- State law related to vendor support restrictive
- Revenue sources to chapter are diminished
- Previous officer failed to follow-up on obligation to ensure taxes received by IRS
- Legal fees to sort it out high restricting member services
- Submitted first Annual Budget



Accountability, the Hard Questions:

- When was the last time we asked what they want?
- How are we facilitating the workgroup that owns this?
- Have we considered generational diversity?
- What about geography?
- "I work nights!"
- Do we consider the needs of our neighboring chapters?
- Do we assist members to learn presentation skills?
- Does the entire BOD understand the accountability standards?
- Are all reports to the BOD to meet the regulatory standards delivered with return receipt?
- Do we have a detailed budget?
- Do we understand our revenue stream?
- Do we tithe?
- Do we depend too much on support from AORN Inc.?



Accountability & Compliance



- Realignment of the BOD
- Compliance committee appointed
- Tax Status – Reinstated
- 2013 & 2014 taxes submitted
- MA required annual report filed August 2014
- Chapter deemed in line with accountability standards
- Full compliance reports completed
- Policy review in progress
- 2015 Budget approved by BOD
- Re-Incorporated

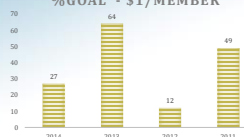
Current State

√+ Work moving on target



Investing in the Big Picture

% GOAL - \$1/MEMBER



The Hard Questions

- Are we giving in proportion to our means?
- Should we consider automatic contribution?
- What are the leaders doing by example?
- Are we "Supporting the Nurses Who Make Surgery Safe?"

Foundation Support



Stewardship



- Make an online donation
<http://www.aorn.org/CustomApps/Donations/Donate.aspx>
- Call us: 800-755-2675
- Send your donation to us:
AORN Foundation
2170 S Parker Rd, Suite 400
Denver, CO 80231-5711

- Monthly contributor to AORN Foundation – commenced July 2014

Current State
√+ On target



Moving Forward...

- President goals – support other officers
 - Mentoring
 - Expo experience
 - Younger Board Members
 - Leadership academy
- Reinstigate scholarship program
- Supporting our delegates
- Downsizing of the Nominating Committee
 - Quality versus warm body



MA Chapter 1 Founders Group 1957

“As members of AORN, we are reminded that in doing something tangible we do not lose sight of the ideals and spiritual aspects without which our association cannot survive. Then – and only then – can the AORN move forward with a strong and active faith and devote its energies to the standard to which we are pledged. We cannot predict the future but we can make today worthwhile.”



Questions & Comments