**Candidates’ responses to the Q&A are presented in their entirety without changes, edits, or corrections.**

NOMINATING COMMITTEE

Kenneth Worley, BSN, RN, CNOR

1. **Describe what makes you the most qualified candidate for the office of Nominating Committee.**

Experience in selecting individuals for leadership roles is an essential skill for selecting potential candidates. I possess the experience in selecting individuals for leadership roles for more than 25 years. Knowing that individuals really should possess specific qualities such as experience, education, integrity, passion, empathy, emotional intelligence, and inclusiveness when considering someone for a leadership position is essential to identify when reviewing applications. I have done this when reviewing candidates for leadership positions. I believe in our professional organization and am dedicated help AORN identify candidates for leadership. As chair of the Leadership Specialty Assembly I support building leadership qualifications for individuals. Offering advice for those who may not possess all the qualifications we may be looking for is essential to building them up for reconsideration at a later time. I possess these qualities and believe I would be a great asset to the nominations committee.

1. **Describe a time when you had to make a difficult and unpopular decision that would affect your staff or colleagues. How did you handle the situation?**

In leadership roles difficult decisions are made every day. One such decision had to do with supplies being utilized in the perioperative space. We had been using packs from a distributor and found that it was not cost efficient to our institution. I knew that what is best for the institution was to consider using a different company’s pack. Direction from senior management was to “make this happen”. In being transparent I began by explaining to staff the rational around the need for this change. Explained that we still had options and decisions to make. Engaging them in reviewing options and giving them choices allowed them to take on a partnership in change for the department. Staff understood the reasons and while they did not like changing they engaged in the process giving them buy in and acceptance. In the end staff accepted this process that allowed for cost savings.

1. **Share one life experience, hobby, or fact about you that most people don't know and would be surprised to learn about you.**

Being involved in community events in my local community has been something I believe in. Our community had desired to host an athletic event, a Triathlon. A Triathlon is a race that involves swimming, biking and running. I helped those who were organizing this event. My main job had to do with public announcing the event and provide music at the finish line. After a few years the race director had grown tired of the work involved and wanted to hand off the role of race director. I took on the role of race director and the responsibilities for putting on a race for over 400 triathletes who converged on our small town. Ensuring that all tasks were organized to put on a safe race were now in my hands. I was able plan the event, ensure all areas where set up and provide the athletes a safe event.