

The Louisiana Action Coalition
Presents

Nurse Leader Institute 2022

Designed for current and emerging nurse leaders

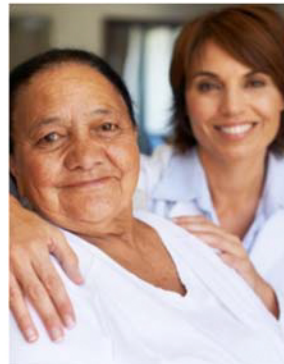
Learn from exemplary Louisiana nurses during this five-day collaborative program and gain new perspectives for your nursing career!

**Monday, September 12, through Friday, September 16
Embassy Suites, 4914 Constitution Avenue, Baton Rouge**

The COVID-19 pandemic revealed the challenges nurses face every day and added significant new opportunities while illuminating the value of nursing. As a result, the health care environment is changing rapidly. Registered nurses are at the heart of today's health care operation. This new environment requires nurse leaders to lead, innovate, inspire, and drive transformation.



Health outcomes and health equity have risen to a new level of concern. Nurse leaders play a pivotal role in recruiting, retaining and motivating staff; ensuring clinical quality; managing both fiscal operations and services to patients and many other areas of responsibility. The Nurse Leader Institute was created to provide nurse leaders with the tools needed to be successful.



The Nurse Leader Institute is a five-day, intensive program designed to develop long-lasting, effective leadership skills. Whether it is human resource issues, customer service concerns, implementation of quality and patient safety initiatives, budget analysis, cost-saving mandates or building influence as a leader, participants will gain new perspectives and solutions for the difficult challenges faced daily.

Individuals completing the Nurse Leader Institute are also eligible to participate in a nine-month mentorship program. Nurse Leaders are matched with expert mentors as well as an experienced nurse leader in their area of practice/interest. Those nurse leaders successfully completing both the Nurse Leader Institute and the mentorship program will be recognized at the annual Louisiana Nurses Foundation Nightingale Gala.



Who should attend?

The Nurse Leader Institute, a statewide program of the Louisiana Action Coalition, is designed for emerging nurse leaders and those aspiring to leadership working in all sectors of health care, including acute, post-acute and ambulatory providers, long-term care, home/community health, public health, and schools of nursing.

Do you need to energize your spirit as a nurse leader? LAC offers this program as a way to do just that. Take a look at the comments from some LAC Nurse Leader Institute graduates:

"Attending the 2020 NLI was one of the best decisions I have made throughout my nursing career. This experience not only provided a well programmed leadership curriculum, but allowed for an immense amount of professional networking. NLI gave me the opportunity to collaborate and learn from highly impactful nurse leaders though out the state."

LeeAnn Prisk, DNP, RN
2020 NLI Fellow Graduate

"Being a part of the LAC Mentorship Program has been life-changing! The Nurse Leader Institute afforded me the opportunity to cultivate both personal friendships and professional partnerships for which I am forever grateful. In addition, the process of becoming a Nurse Leader Institute Fellow empowered me to design and implement an influential nursing initiative fueled by passion and advocacy for our profession. Ultimately, the experience paved the way for a new career path inspired by an amazing leader, educator and mentor."

Jenn Garnand, MBA, BSN, RN, NE-BC
2020 NLI Fellow Graduate

"As a member of the NLI Class of 2020, it provided me with the opportunity to reset my goals as a leader. The Nurse Leader ship Institute encouraged me to seek the value of every person individually and motivate them and individuals, while using this to achieve the overall goals of the organization. As I look back on being a leader of a large Nursing Unit during the height of the pandemic, I know it was the guidance received during NLI, which allowed me to be calm and confident in such a period of uncertainty."

Michelle D. Dennis Ph.D., RN
2020 NLI Fellow Graduate

"The NLI was a tremendous opportunity to learn from important, impactful leaders in healthcare. The content was current, was communicated effectively and will be very useful to emerging leaders. As a new graduate of an MSN program in Executive Leadership, I was impressed with how relevant the content was for developing leadership expertise."

Charmaine Power, APRN
2018 NLI Fellow Graduate



The Future of Nursing: Campaign for Action

The 2020 Academy of Medicine's Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity, sponsored by the Robert Wood Johnson Foundation, is a call to action for nurses to promote health equity and be active leaders in health care reform. Understanding this important body of work is essential knowledge for today's nurse leaders.

The ramifications of the Academy of Medicine Future of Nursing 2020-2030 and the Campaign for Action vision of everyone in America can live a healthier life, supported by nurses as essential partners in providing care and promoting health equity and well-being is woven throughout the Nurse Leader Institute curriculum.

Course Learning Outcomes

Potential nurse leaders/executives will utilize the knowledge and skills in the activity to function in nursing leadership roles within healthcare.

As a result of participating in the Nurse Leader Institute, potential nurse leaders/executives will be able to:

Day 1

8:30a.m. - 4:30p.m.

Discover the nurse leader's role in healthcare reform and the Institute of Medicine's Future of Nursing vision.

Complete leadership assessment inventory.

Apply insights of assessment to improve one's leadership skills.

Employ leadership principles to leadership skills.

Employ leadership principles to achieve clinical and business agendas.

Day 2

8:15a.m. - 5:00p.m.

Recognize individual differences (including personality, age, and cultural background) that affect leadership effectiveness.

Apply best practice communication skills in various situations.

Practice communicating in difficult situations.

Examine the nurse leader's role in monitoring and improving professional practice.

Summarize the legal standards for nursing practice.

Recognize the impact of a strategic plan to maximize your career potential.

Day 3

8:00a.m. - 4:45p.m.

Relate the concepts of Health Care economics to organizational mission.

Interpret financial statements.

Analyze all components of a budget.

Translate staffing and scheduling needs to budget projections.

Day 4

8:00a.m. - 4:45p.m.

Recognize strategies to build a positive work environment where optimal practice can flourish.

Integrate performance improvement, regulatory, and accreditation principles into leadership roles.

Formulate strategies, including positive discipline, to maximize staff performance.

Employ strategies for selecting qualified personnel.

Analyze practices related to recruitment.

Analyze approaches related to staff retention.

Understand how a just culture environment increases patient safety.

Explain the nurse leader's role within the context of the Louisiana State Board of Nursing.

Day 5

8:00a.m. - 2:45p.m.

Explain how research and evidence-based practice can improve patient outcomes.

Explore national trends in quality improvement.

Identify practical strategy & tools to improve outcomes.

Explore strategies to successfully lead and sustain change.

Relate the concepts of the Disney model to transforming organizational culture.

Describe the potential effects of emerging healthcare trends on the future work of nursing.

Reflect on lessons learned throughout the Nurse Leader Institute.

Registration Information

Cost and Registration

Cost for five-day program: \$1,000

Registration deadline: August 12, 2022

Register at louisianafutureofnursing.org/nli-2022

For inquiries, send email to lacnursing@gmail.com



Accommodations in Baton Rouge

Special accommodation rates are available at the Embassy Suites for NLI registrants.

Visit louisianafutureofnursing.org/nli-2022-accommodations for more information on room reservations.

Continuing Education Credit

This activity has been submitted for approval by the Louisiana State Nurses Association for 35.25 contact hours. The Louisiana State Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

For questions regarding contact hours, please email lacnursing@gmail.com.

The Louisiana Action Coalition reserves the right to cancel or reschedule this program due to conditions beyond its control. In the event there is an announced emergency related to weather or other unforeseen conditions, the program will be cancelled and an attempt to reschedule will be made. Registration fees will be applied to future programming.

Fee may be applied to future programming if cancellation is made at least two full days prior to the beginning of the program.

Development of the Nurse Leader Institute was funded by donations from the Robert Wood Johnson Foundation, Blue Cross and Blue Shield of Louisiana, Gifted Healthcare LLC and the Great 100 Nurses Foundation. Special thanks to the Louisiana State Nurses Association and the Louisiana Organization of Nurse Executives for their support.

Meet Our Faculty

Faculty may change due to availability.



Cynthia Bienemy
PhD, RN

Cynthia Bienemy, PhD, RN, is the Chief Executive Officer and Lead Researcher at ALLTHINGSPROFESSIONAL LLC which focuses on healthcare workforce research for workforce centers, boards of nursing, medical boards and institutions and organizations that educate and employ healthcare professionals. Dr. Bienemy was the first Director of the Louisiana Center for Nursing at the Louisiana State Board of Nursing for over eleven years and was charged with collecting, analyzing, and reporting on the registered nurse (RN) and advanced practice registered nurse (APRN) workforce in Louisiana. In her position as Director of the Center for Nursing, she addressed issues related to nursing education capacity, nurse supply, nurse demand and nursing workforce forecasting. Dr. Bienemy served as the co-lead for the Louisiana Action Coalition (LAC) along with Mrs. Denise Bottcher, State Director for AARP LA for the first ten years of the Future of Nursing Campaign for Action (2010- 2020). As a member of the LAC Executive Team and Core Leadership Team, Dr. Bienemy served as the lead for the LAC Diversity Steering Committee which focuses on increasing the diversity of Louisiana's RN and APRN workforce and facilitated the state's first Nursing Workforce Diversity Think Tank in 2015. Dr. Bienemy also served as lead on the planning committee for the annual LAC Culture of Health Summit (2017-2020). Dr. Bienemy has served as the President of the National Forum of State Nursing Workforce Centers and chair of the Louisiana Health Works Commission and Nursing Supply and Demand Council. Dr. Bienemy also served as a member of the National Advisory Council for Nursing Education and Practice from 2018-2020. She is an American Nurses Association Substance Abuse and Mental Health Services Administration Ethnic Minority Fellow Alumnus and was a 2018 Louisiana Nurses Foundation Nightingale Hall of Fame Inductee. Prior to accepting the position as the first Director of the Louisiana Center for Nursing in 2009, Dr. Bienemy was an Associate Professor in the Graduate Nursing Program at Southern University and A & M College.



Kenneth Cochran
DSc, RN, MBA,
FACHE

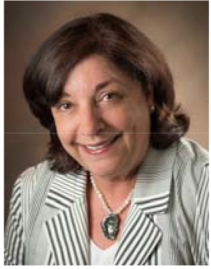
Kenneth Cochran is a senior level healthcare executive with more than 15 years of hospital experience including diversified experience in clinical department management. He has extensive professional involvement in local, state and national level organizations, and has been recognized for exceptional skills in financial and operations management, regulatory compliance, clinical outcomes, and physician recruitment. He has been branded as an "Up and Comer" by many colleagues. Originally from the state of Alabama, Mr. Cochran is a Fellow in the American College of Healthcare Executives (ACHE) and Board Certified in Healthcare Management. He received his Bachelors of Science degree in Nursing from Troy State University in Troy, Alabama and received his Master's in Business Administration from California State University in Bakersfield, California. Mr. Cochran, most recently received his Doctoral degree of Science in Healthcare Administration from the University of Alabama at Birmingham. He also served as an orthopedic specialist and combat flight medic in the United States Army Reserves for 8 years. Mr. Cochran is currently serving as President/Chief Executive Officer of Opelousas General Health System since July 1, 2015. His many years of hospital experience, along with the clinical expertise of being a registered nurse make him a huge asset to the organization. He has held the position of President and CEO at River Valley Health Partners, a multi-institutional system in East Liverpool, Ohio. Prior to that position, he served as CEO of Cibola General Hospital in Grants, New Mexico. Mr. Cochran is married to Kristen and they have five children.



Lisa Colletti
RN

Lisa Colletti, RN, MN has 45 years of nursing experience inclusive of 20 years in leadership and administrative roles. Employed in the hospital setting for the majority of her career, Lisa served in a variety of staff and supervisory positions including Unit Manager, Hospital Educator, Faculty at a local school of nursing, and Performance Improvement Project Manager. The latter part of her career was spent at the Executive level as Vice President of Nursing at Ochsner Medical Center New Orleans. After hurricane Katrina, she assumed the role of Vice President/Chief Nursing Officer at the Ochsner Medical Center Westbank. In 2009, she returned to Ochsner Medical Center New Orleans as Chief Nursing Officer, the position that she held until her retirement. Lisa is the past president of the Louisiana Organization of Nurse Executives and has been an active member of the Louisiana Action Coalition for the past ten years. Not to be slowed down by retirement, Lisa works part time as a Legal Nurse Consultant. In addition, she is currently co-chair of the Regional Action Coalition for the New Orleans area and chairs the LSNA Nurses on Boards Committee.

Meet Our Faculty



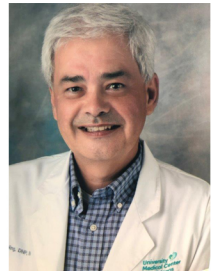
Denise Danna, DNS,
RN, NEA-BC, CNE,
FACHE

Denise Danna, DNS, RN, NEA-BC, CNE, FACHE, has over 40 years of nursing experience with 35 years of nursing leadership experience. Danna has worked as a chief nursing officer at several hospitals where she has had responsibility for multi-million-dollar budgets in addition to participating in budget planning, strategic planning, and business planning. Danna was the associate dean and associate professor at the LSU Health Sciences Center School of Nursing where she was responsible for the Masters of Nursing and Doctor of Nursing Practice programs and program director for the Nursing Administration concentration where she developed a three-hour budgeting course. She is currently Adjunct Associate Professor at LSUH SON and Director of Academic-Practice Partnership, and chief nursing officer at University Medical Center, New Orleans for the last six years. She has served in various board positions in multiple professional organizations.



Sue C. DeLaune,
MN, RN, CNE

Sue DeLaune, MN, RN, CNE, has more than 40 years' experience as a nurse educator in various roles including educator, author, staff nurse, administrator and business owner. She has worked with clients and colleagues from many cultural backgrounds and written chapters on communication and cultural diversity. In speaking engagements across the U.S., DeLaune has presented on humor and health, increasing interpersonal effectiveness and dealing with conflict and stress management. She is noted for her witty and informative methods on engaging participants in learning experiences.



Joe Eppling
DNP, MHA, RN,
CRRN, NEA-BC

Joe Eppling, DNP, MHA, RN, NEA-BC, CRRN, has over 35 years in nursing with 25 years of nursing leadership experience including nursing supervisor, director, senior director, and is currently the Associate CNO/AVP of Nursing at University Medical Center New Orleans. Eppling has practiced nursing in various inpatient and outpatient settings including critical care, emergency, rehabilitation, behavioral health and post-acute settings. He received BSN from Nicholls State University, Master of Healthcare Administration from College of St. Francis, Master of Nursing and Doctor of Nursing Practice from LSU. Dr. Eppling maintains two national nursing certifications; Nurse Executive Advanced Board Certified and Certified Rehabilitation Registered Nurse. He has presented in local, state, and national conferences. Over the years, he has been actively involved in local and state nursing associations/organizations and has held several board positions.



Debbie Ford
RN, MSN

Debbie Ford, RN, MSN, is the Chief Nurse Executive and VP of Quality at Ochsner Medical Center. She is an accomplished and innovative executive with over ten years of senior executive leadership experience and more than twenty years of clinical and administrative leadership experience in hospital and non-hospital settings. She is responsible for oversight of nursing and patient care excellence and quality patient standards across the hospital and clinic settings. She currently serves on the La. Organization of Nurse Executives, and the American Nurses Association. She is a member of the Gallup® Advisory Group, Treasurer and Board Member of non-profit NursesEverywhere®, and Loyala-Ochsner Advisory Board member. She is an instructor for the La. Nursing Leadership Institute. Debbie holds three fellowships: a Robert Wood Johnson Nurse Executive Fellowship from Wharton; an American Advocacy Institute Fellowship; and a HFMA GE Nursing Executive Fellowship. She is an American Nursing Credentialing Center Magnet™ Chief Nursing Officer and has successfully accomplished three previous Magnet accreditations. Her organization garnered the La. State Nurses Association Hospital of the Year 2020.

Meet Our Faculty



**Caroline Marceaux
MS, RN**

Caroline Marceaux, MS, RN is a nursing and patient care executive with over 25 years of experience. Background includes Woman and Children's Services, Perioperative, and Critical Care. Leadership experience includes all areas of acute care nursing services and outpatient patient care services, Utilization Management, Quality and Performance Improvement, Pharmacy, Laboratory, Physical, Occupational and Speech Therapy Services and Medical Staff Services.

Caroline's current position is the CNO at Ochsner Acadia General Hospital in Crowley, Louisiana. In this role, she is responsible for the Quality and Safety of a 113 bed hospital, Cancer Center of Acadiana at Acadia General, and Wound Care and Hyperbaric Center of Acadiana. Previously she served as CNO at American Legion Hospital. Through Caroline's leadership, Acadia General Hospital improved Quality and Patient Safety, increased patient experience and improved operational efficiencies while increasing growth in surgical case volume and outpatient infusion volumes and revenue.

Marceaux obtained her BS nursing education at University of Southwestern Louisiana in Lafayette, Louisiana. She earned her MS degree from the University of South Alabama. Marceaux is also a Lean Six Sigma Green Belt with a passion for continuous improvement.

Marceaux has been recognized for her community service and previously served on the Goodwill Industries of Acadiana Board of Directors from 2015-2018 and 2017 Board Chairman. Caroline is also currently serving on Louisiana State University at Eunice's Foundation Board of Directors. She served as a Region 4 (FIMR) Fetal Infant and Maternal Death delegate, LAHART Region 4 Committee Member. Caroline is also served on the Go Red for Woman 2015 Executive Team to raise awareness and funding for heart disease in woman.

Caroline served on the Louisiana Future of Nursing Leadership Steering Committee which developed the first Nurse Leadership Institute which is now held annually. Caroline continues to serve as faculty for the Nurse Leadership Institute. Marceaux is an active member of the LSNA, ANA, LONL, and AONL.



**Jennifer Melton
MSN, RN, C-ONQS,
IBCLC**

Jennifer Melton, MSN, RN, C-ONQS, IBCLC has almost 25 years of experience in Women's and Children's Services, including Pediatrics, Neonatal Nursing, and Lactation. She graduated with her BSN from Louisiana State University Medical Center School of Nursing, then, obtained her MSN in executive leadership from St. Xavier University. She is an International Board-Certified Lactation Consultant (IBCLC) and is certified in obstetric and neonatal quality and safety.

Jennifer was the Director of Women's Services for Ochsner Medical Center Kenner for over 10 years before transitioning to her current role as the System Performance Improvement Manager for the Obstetrics focused on standardizing patient care across Ochsner Health to improve patient outcomes.



**Joan "Ecoee"
Rooney
DNP, RN, NP-D-BC,
SANE-A**

A distinguished leader, Dr. Rooney has more than 20 years of nursing experience and is a recognized forensic nursing and nursing leadership expert. She is the director of nursing leadership development for Ochsner Health and the President of the Louisiana State Nurses Association. Rooney is sought out for her expertise in leadership development, healthy work environments, and mitigating compassion fatigue.

An active member in national and regional professional nursing organizations, she serves on the 2022 Conference Planning Committee for the Association of Nurses in Professional Development, as Chair of the Ethics Committee for the Association of Forensic Nurses and serves on the Board of Directors for the New Orleans Family Justice Center's Hope Clinic which provides forensic exams and primary care and behavioral health services to survivors of domestic violence. She currently holds membership in seven other professional nurses associations.

Rooney holds an ADN degree from Delgado Charity School of Nursing, and BA in Communications and Women's Studies and an MSN from Loyola University New Orleans, and a DNP from Southeastern Louisiana University.

Meet Our Faculty



Terrie Sterling
MSN, MBA, RN

Terrie P. Sterling is currently serving as the interim CEO of University Medical Center: New Orleans. She also is the CEO of her own healthcare management services firm which focuses on service line planning and growth, leadership development and executive coaching. Terrie also serves as the Chief Nursing Advisor at nDorse. In her role at nDorse, Sterling leads strategy and supports business development for the mobile and web-based software platform. She was recently appointed by Governor John Bel Edwards to serve on the Louisiana Board of Regents and serves as Co-Chair of the Resilient Louisiana Commission. Ms. Sterling served as the Executive VP for Strategic Initiatives at OLOLRMC where she led the development of a freestanding Children's Hospital in 2019. She is formerly the Chief Operating Officer of Our Lady of the Lake Regional Medical Center (OLOLRMC), where she was responsible for overseeing the day-to-day operations of the largest hospital in Louisiana with more than 800 beds. Ms. Sterling has been a member of the Rotary Club of Baton Rouge since 2006, was inducted in the Louisiana Nurses Foundation Hall of Fame in 2016, received the Louisiana State University Women's Center Esprit de Femme Award in 2014 and is a past recipient of the Influential Women in Business Award from the Baton Rouge Business Report.

She previously served on the Board of the Federal Reserve Bank of Atlanta, New Orleans Branch, and has also been involved with the Capital Area United Way, Alzheimer's Services of the Capital Area, and Capital Area American Heart Association.

Ms. Sterling has served on the Core Leadership Team of the Louisiana Action Coalition for the Future of Nursing Campaign for Action since its inception in 2011. She plays a pivotal role with the Nurse Leader Institute and the Nurse Mentorship Program sponsored by the Louisiana Action Coalition. She is a member of The Links, Incorporated and Gamma Eta Omega Chapter of Alpha Kappa Alpha Sorority Inc.

Terrie holds a Bachelor of Science in Nursing from Northeast Louisiana University, a Master of Business Administration from Louisiana State University, and a Master of Nursing Science, from Loyola University, New Orleans. Ms. Sterling is board certified in healthcare management as an American College of Healthcare Executives Fellow.



Nicole Telhiard
DNP, CPN, NE-BC

Nicole Telhiard, DNP, CPN, NE-BC, is the Chief Nursing Officer for Our Lady of the Lake Regional Medical Center. She is a Board Certified Nurse Executive and Certified Pediatric Nurse. She served as the Board Chair for the Pediatric Nursing Certification Board for 7 years and greatly values professional Nursing Certifications. Nicole has a Doctorate of Nursing Practice from RUSH University in Chicago, Illinois, adding to her credentials of both Bachelor and Master of Science degrees in Nursing. She is a member of the American Organization for Nursing Leadership, the Louisiana Organization for Nursing Leadership, the Louisiana State Nurses Association and the Baton Rouge District Nurses Association. Nicole was recognized in 2020 by LSNA as the Nurse Administrator of the Year, and in 2020 by the ANCC for the Certified Nurse Executive of the Year. Nicole recently co-chaired (the first Nurse to do so) the AIAMC (Alliance for Independent Academic Medical Centers), National Initiative VII project on Interprofessional Teaming in Healthcare.



Karen C. Lyon,
PhD, MBA,
APRN-CNS^{BC},
NEA^{BC}

Dr. Karen Lyon is currently Chief Executive Officer and Appointing Authority of the Louisiana State Board of Nursing (LSBN) where she has regulatory oversight for 71,468 RNs, 8,280 of whom are APRNs. Louisiana is also the only state in the nation which regulates pre-licensure students' admission to clinical nursing courses and Dr. Lyon has regulatory oversight over 12 associate degree programs, 14 baccalaureate programs, 1 diploma program and 12 graduate nursing programs offering APRN degrees or post-graduate certificates. In her 8-year tenure in Louisiana, she has collaborated with the Louisiana Medical Board on joint APRN rules related to collaborative practice agreements and she has overseen policy changes in LSBN rules allowing for APRN disaster permits, CRNA provision of ancillary services within their scope of practice, medication delegation to certified medication attendants under direct supervision of RNs and APRNs, revision of the entire chapter on nursing education program development, and regulation and revision of section 3331 related to discipline, delay and denial of nurses and nursing students based on specific misdemeanors and felonies. In 2018, she coordinated the efforts of LSBN with Senator Barrow Peacock to pass SB 202 enacted as Act 577 establishing Louisiana as the 31st state to become a member of the Nurse Licensure Compact. During 2020 and 2021, she has worked with the Governor's Office and the Louisiana Department of Health to coordinate emergency rules and nursing regulatory changes to manage professional nursing's response to the COVID-19 pandemic. Dr. Lyon was elected in August 2021 to the National Council of State Boards of Nursing's (NCSBN) Board of Directors. She has also been appointed to represent the NCSBN Board as liaison to the NCLEX® Examination Committee and is an inaugural graduate of NCSBN's International Center for Regulatory Excellence Advanced Leadership Institute in April 2022.