



COLLEGE OF NURSES
OF ONTARIO

ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

Partnering with Nursing Leaders to Address Systems Issues

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Partnerships

An association in a common undertaking in which:

- All parties share power and commitment
- All parties share risk, profit and benefit
- There is interdependence



Partnering...

...Billions of connected individuals can now actively participate in innovation...in ways which we only dreamed of....

...When people collaborate they can collectively advance the arts, culture, science, government and the economy in surprising ways

Leaders must think differently about how to embrace a new art and science of collaboration...the world is teeming with possibilities...

D. Tapscott and A. Williams, *Wikinomics*, 2006

Collaborative Model

A mutually beneficial and defined relationship entered into by two or more organizations to achieve common goals

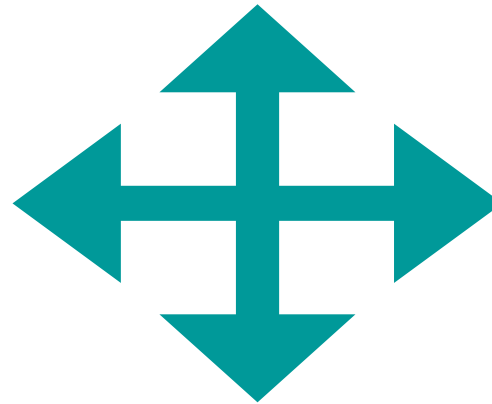
Engaging in collaborative communities means ceding some control, sharing responsibility, embracing transparency, managing conflict and accepting that successful projects will take on a life of their own



CNO Protects the Public By:

Setting criteria for
becoming a nurse in Ontario

Establishing
standards



Administering
QA program

Providing a complaint and
discipline process

CNO Strategic Plan 2005 - 2010

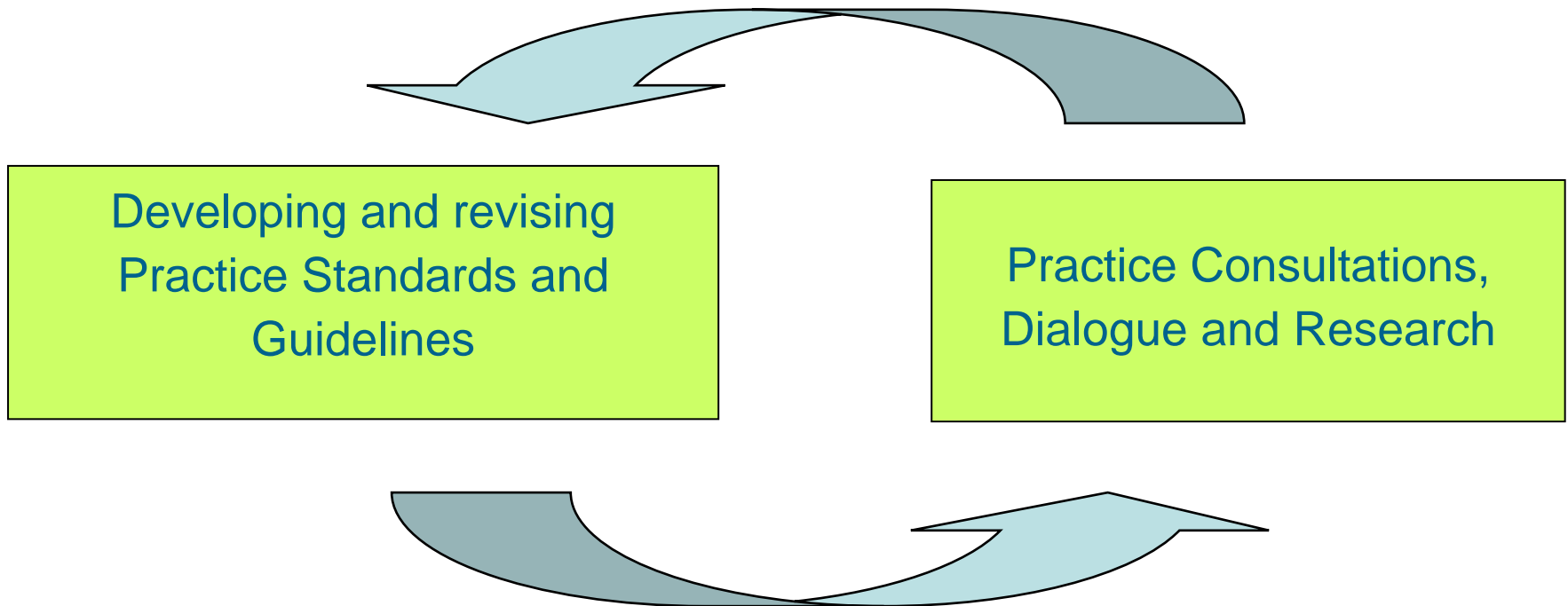
Mission: To protect the public's right to quality nursing services by providing leadership to the nursing profession in self-regulation

Vision: Excellence in nursing practice everywhere in Ontario

Objectives:

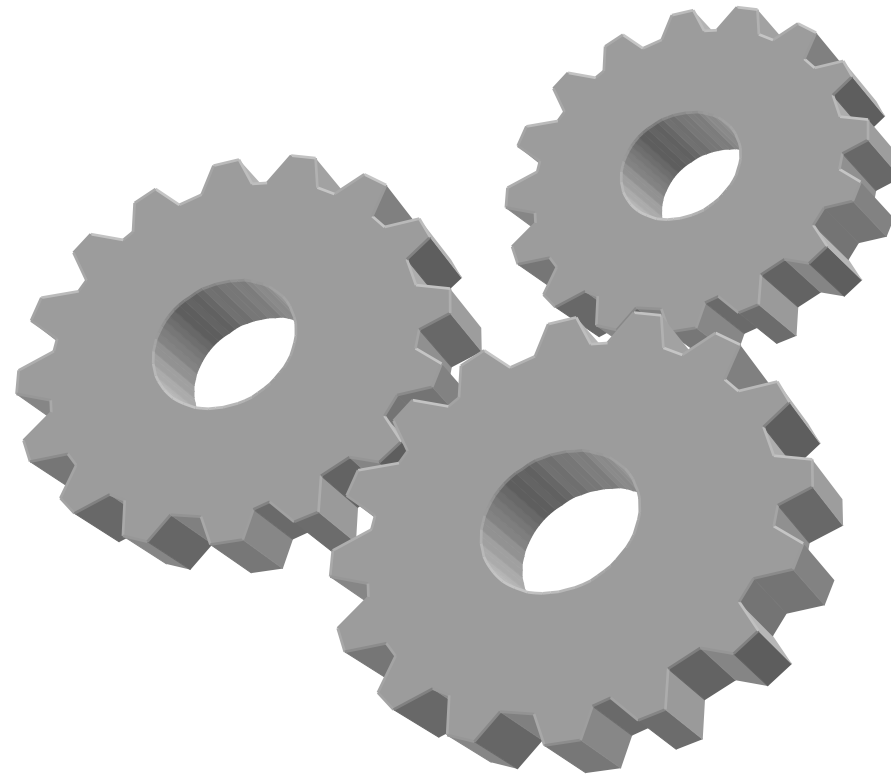
- Building confidence in nursing self-regulation
- Advancing the use of CNO knowledge

How we use what we hear from nurses...



Synergy

CNO/OUTREACH/MEMBERS



Outreach linked to CNO Directions

- Enhance nurses capacity to integrate standards into practice throughout their careers
- Strengthen CNO's role with practice settings, across sectors and dimensions of practice
- Create and disseminate knowledge gained from analysis of information available to CNO
- Foster strategic partnerships that enhance CNO's influence in the development of policy

Bridging the practice setting realities

To be effective, we need to seek to understand all communities we serve and bridge the practice setting realities.



Outreach Program: Key Elements

Outreach Consultants

Sector Specific Advisory Groups

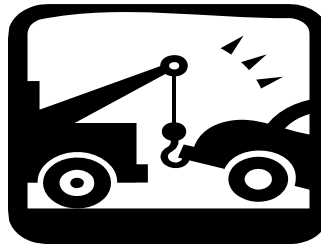
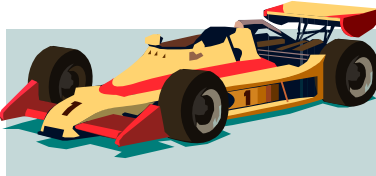
Outreach Program Coordinator

Nursing Leadership Advisory Group

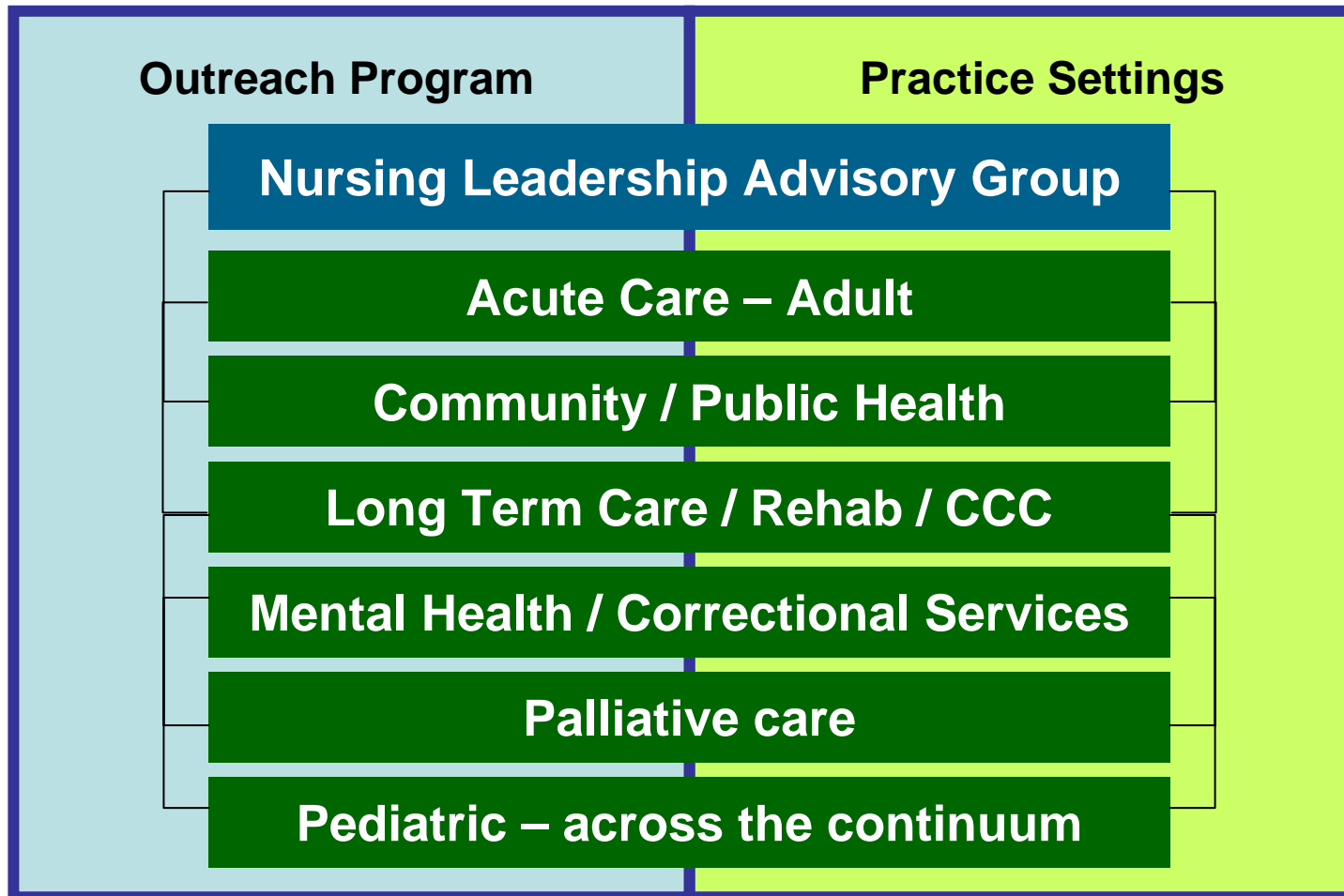
Outreach Program Purpose and Concepts

Provide a range of resources and services that enable nurses to practice according to the standards.

A Vehicle...



Reaching out to practice settings...



Nursing Leadership Advisory Group

... to advise CNO of systems changes, based on recommendations from the Sector Specific Advisory Groups that are within the CNO mandate, needed to support nurses ability to meet the standards of practice

...understand and provides input to CNO regarding its strategic directions, operational objectives, action plans and evaluation strategies

Nursing Leadership Advisory Group

- Nursing Leaders in their organizations representing the dimensions of practice
- Connected with a variety of networks across Ontario
- Provide key overview of systems issues that facilitate or hinder nurses ability to practice according to the standards
- Ability to champion sector and cross sector regulatory changes needed to support nursing practice

Selecting partners

Members share a stake in both process and outcome

Congruence of mission and values

Shared vision

Connection with purpose and people

Perceived value to each partner

Commitment to partnership

Clarity of purpose

Nursing Leadership Advisory Group

Margaret Blastorah, Markham Stouffville

Colleen McKey, McMaster University, Hamilton

Isabelle Michel, Public Health, Sudbury

Pat Elliott Miller, CHEO, Ottawa,

Karen Perkin, SJHC, London

Susan Piltazke, TBRHC, Thunder Bay

Deborah Simon, VHA Home HealthCare, Toronto

Judith Tompkins, CAMH, Toronto

Nursing Leadership Advisory Group

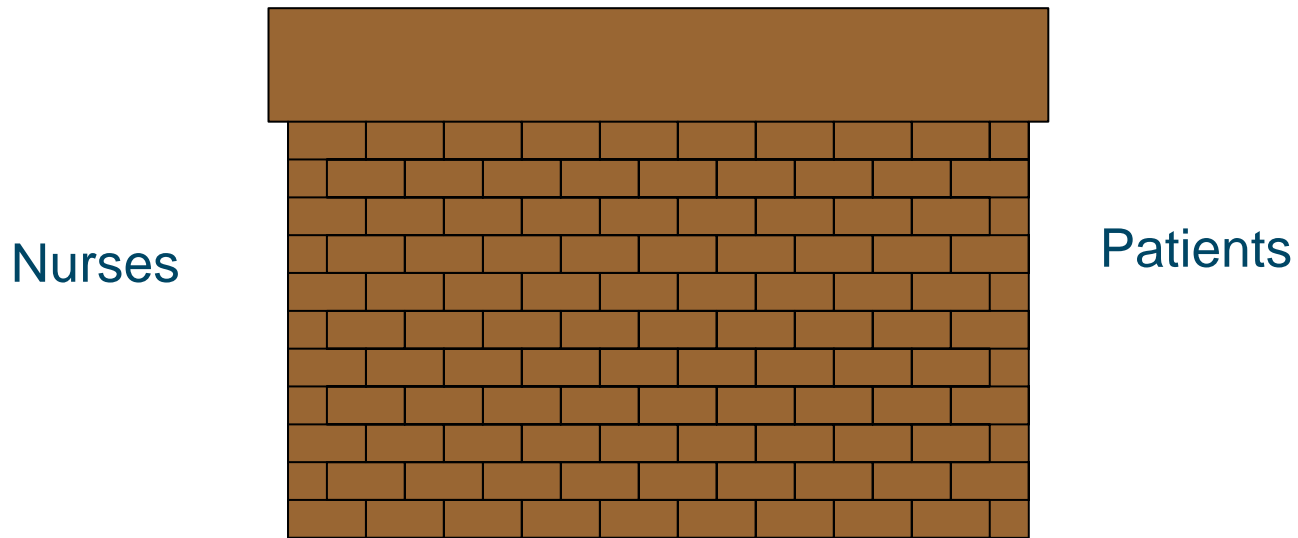


Why did they join?

- Opportunity to work directly on issues of importance with other nursing leaders across sectors
- Bring “real life issues” of practice in the sector to the table for discussion and proactive resolution
- Provide deeper insight into sector wide issues and practice concerns
- Advocate for changes to policy/practice directions of CNO
- Inform CNO of new, innovative approaches to nursing practice developing in our organizations

Leadership

Challenge the system



Develop Communities of Practice

“Communities of practice are created when individual members in an organization learn by participating in a shared activity that is situated in social contexts within workplaces”

“The sharing results in repositories of accumulated wisdom, collective understanding and pockets of innovation”

“A formal structure to help CNO understand and bridge the practice setting realities”

etienne@ewenger.com

What has Outreach accomplished to date?

Established formal processes and structures to hear about issues in their sector and those that cross sectors

Linked with 85 organizations across Ontario

Preliminary data re issues and trends from sectors

Tapped into the collective wisdom of nursing leaders and enhanced their positions of influence

CNO shared knowledge regarding current initiatives and directions

What do we foresee for the future?

- Sector wide input around practice issues resulting in enhanced development of standards to support nurses and clients
- Engagement and networking across sectors
- An understanding by the regulatory body of facilitators and barriers to application of nursing standards in Ontario
- Continuous quality improvement of CNO deliverables
- Working in partnership to promote protection of the public interest

What went well...

Aligning nursing leaders with sectors

Seeking out leaders that matched criteria for partnering and had high tolerance for ambiguity

Situated across the province

Bringing leaders on site for full day meeting

Using technology to bring the virtual group together

Next steps...

Communicate key messages re issues for each sector and those issues that cross sectors

Develop a plan to focus the work of the each Advisory Group

Create evaluation framework for the Outreach Program

Bring all Advisory Groups together to share ideas and learning in the fall of 2007

Reflect on this experience and understand what we might do differently in 2008...

Outreach Program

Questions



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