



Featuring these Outstanding Keynote Speakers



Regina Holliday,
Patient Rights Activist, Artist,
Author, Speaker & Founder of
the Walking Gallery



Marlene Smadu,
Vice-President of Quality and
Transformation, Regina
Qu’Appelle Health Region



Leslee J. Thompson,
President and CEO,
Kingston General Hospital

Our host hotel is the Westin Prince Hotel 900 York Mills , Toronto, ON

8:00 – 8:45 **Networking Breakfast**

8:45 – 9:00 **Welcome – Kate Zimmerman, Conference Chair and Donna Rothwell, President, NLN.ON Greetings**

9:00 – 10:00 **Opening Keynote – Regina Holliday, Patient Rights Activist, Artist, Author, Speaker & Founder of the Walking Gallery, Washington**



Regina Holliday is a Washington, DC, based patient advocate and artist known for painting a series of murals depicting the need for clarity and transparency in medical records. This advocacy mission was inspired by her husband Frederick Allen Holliday II and his struggle to get appropriate care during 11 weeks of continuous hospitalization in five facilities. After his death from kidney cancer on June 17, 2009, she began “73 Cents,” a mural depicting her husband dying in darkness surrounded by inaccessible technological tools in a closed data loop. The title refers to the cost per page for medical records in the state of Maryland.

10:00 – 10:30 **Refreshment Break**

CONCURRENT SESSION A

10:30 – 11:15 **A1 Transforming Stroke Care: A Model for Transitions, Partnerships and Integration**
Abida Dhukai, NP(Adult), MN-ACNP, HBSc, Nurse Practitioner, **Barb Allen, RN, MN**, Nursing Unit Administrator, **Jocelyn Bennett, RN, MN**, Senior Director, Urgent/Critical Care, **Sharon Currie, OT**, Senior Director, Allied Health Disciplines, **Kate Van Den Broek, RN, MScN**, Nursing Unit Administrator, Mount Sinai Hospital, Toronto

Quality Based Procedures for Stroke Care and a Process Stream Mapping event allowed for the engagement of key internal and external health care stakeholders in order to help identify gaps and opportunities within care delivery and cost savings for a non-stroke unit hospital.

Mentorship Stream

A2 Mentoring for Nurse Leaders

Judy Shearer, RN, BScN, MN, CHE, Program Director, St. Michael’s Hospital, Region 3 & 4 Representative, Mentorship Chair, NLN.ON, Toronto, **Donna Rothwell, RN, BScN, MN**, Senior Manager, Healthtech Consultants; President, NLN.ON, Toronto

Mentorship is a key strategy to support nurses through transitions in their nursing career. The Nursing Leadership Network of Ontario has been exploring how to offer mentorship opportunities to their members. Their work on the development and execution of a 3 year strategic mentorship plan will be shared.

A3 Partnering with Children and Families in Nursing Shift-handover at the Bedside

Mary McAllister, RN(EC), PhD, NNP(BC), Associate Chief, Nursing Practice, **Krista Keilty, RN(EC), PhD(C)**, Nurse Practitioner, Centre for Innovation & Excellence in Child and Family-Centred Care, **Munira Nanji, RN, MN**, Sr. Manager, Haematology/Oncology & Paediatric Advanced Care Team, **Michelle Ho, RN, MA**, RN-Project Coordinator, Collaborative for Professional Practice, **Karima Karmali, RN, BScN, MBA**, Director, Centre for Innovation & Excellence in Child and Family-Centred Care, **Rita Damignani BScPT, MSc**, Quality Analyst/Patient Safety Coordinator, **Sarah Alisch, RN, MN**, Clinical Manager 5C, **Patricia Sutton, RN**, Sr. Manager, Cardiac CCU, **Andrea McCormick, RN, MN**, Quality Leader, Critical Care, **Jennifer Moloney, BScPT, MHSc**, Quality Leader, Haematology/Oncology/BMT, **Sheila Rowed, RN, BScN**, Quality Leader, Neurosciences, Trauma, Burns & Plastics, Ophthalmology, Hospital for Sick Children, Toronto

The ‘Child/Family Involvement in Nursing Shift-Handover’ initiative relocated shift-handover to the bedside and has provided opportunities to actively involve children/families, improve child/family experience and promote high-quality nursing care. The development of a customizable toolkit and partnering with child/family advisors were keys to successful change management and implementation of this practice.

A4 Home in the Hospital focused on Transitions & Partnerships

Trish Maxwell, MBA, CHE, BSc, Regional Director, Saint Elizabeth Health Care, Markham, **Glen Chenard, RN, BHSc, CDE(R), CCHN(C), CVAA(C), CHPCN(C)**, Clinical Practice Consultant, Saint Elizabeth Health Care, Markham, **Maggie Bruneau, RN, MHScHA, CHE**, Vice President, Providence Healthcare, Toronto, **Paul Holyoke, LLB, MSc(Econ), PhD**, Director of Research (Principal Investigator), Saint Elizabeth Health Care, Markham, **Leo Audette, RN, BScN, ET, CRN(C)**, PPL Nursing, Practice Consultant, A2, Providence Healthcare, **Priya Iyer, Hons BSc, MPH**, Research Assistant, Saint Elizabeth Health Care, Markham

Most approaches to improving patients’ transitions focus on the discharging institution’s staff preparing the patient for their new setting. In this study, a different perspective was taken with community home care nurses embedded within the hospital setting and transition home with the patients upon discharge focusing on diabetes management.

11:15 – 11:30 **Stretch Break**

CONCURRENT SESSION B

11:30 – 12:15

B1 So You Think You Know Homecare? Cats, Snowstorms and Coathangers

Cheryl Reid-Haughian, RN, MHScN, CCHN(C), Director, Professional Practice, Knowledge and Innovation, ParaMed Home Health Care, Ottawa, **Nancy Lefebvre**, Chief Clinical Executive, Saint Elizabeth Health Care, Markham, **Marina Gibson**, Director Clinical Practice, Revera Health Care, **Katherine Grant Brown**, Advanced Practice Nurse, Bayshore, **Amanda Price**, Victorian Order of Nurses

With transformation a priority agenda, information sharing, knowledge creation and debunking myths in home care provides the foundation for creating new possibilities, improving the client experience, improving transition in care and optimizing all staff.

**Mentorship
Stream**

B2 After Hours Managers: The Hidden Gems in Nursing Leadership

Rani Srivastava, RN, PhD, Chief, Nursing and Professional Practice, **Christopher Calara, RN, BScN, MN**, Senior Manager Practice & Operations, **Lorraine Schubert, RN, BAAN, MEd**, Senior Manager Practice & Operations, **Kristin Cleverley, RN, PhD**, Director Practice Research & Innovation, Centre for Addiction and Mental Health, Toronto

The purpose of this presentation is to discuss the strategic development of the After Hours Manager role in one organization to strengthen integration and transitions for patient care, staff development, and implementation of key initiatives to drive culture change.

B3 Adopting Research to Improve Care (ARTIC): Implementation of the Transitional Discharge Model (TDM)

Cheryl Forchuk, PhD, MScN, BScN, BA, Scientist and Assistant Director, Lawson Health Research Institute, London, **Deborah Sherman**, Executive Director, Ontario Peer Development Initiative, **Robbie Campbell, MD, FRCPC**, Chief Psychiatrist, Assessment Program, Regional Mental Health Care London, London, **Raymond Cheng, BA**, Ontario Peer Development Initiative, **Deborah Corring, PhD**, Program Director Regional, Mental Health Care London, London, **Mary-Lou Martin, RN, MScN**, Med Clinical Nurse Specialist, St. Joseph's Health Care Hamilton, Hamilton, **Jill Mustin-Powell, RN, BA**, Program Director, Regional Mental Health Care London, London, **Liz McIntosh, RN, BA**, Coordinator Regional, Mental Health Care London, London, **Catherine Glover, BSc, OT (Reg), MPA**, Director of Mental Health Care Program, London Health Sciences Centre, London, **Jeffrey Reiss, MD, FRCPC, DABPN, FCPA, DFAPA**, Joint Site Chief, Mental Health Care Program, London Health Sciences Centre, London, **Rani Srivastava, RN, PhD**, Chief of Nursing & Professional Practice, Centre for Addiction and Mental Health, Toronto

The Transitional Discharge Model (TDM) ensures that a seamless safety net exists for mental health clients transitioning from hospital to community. 9 Hospitals and Peer Support Organizations have partnered to implement and assess the effectiveness of the TDM. Participants interested in implementing TDM will receive an overview of the evidenced-based model.

B4 Exploring the Effectiveness of an Unregulated Health Care Worker in Partnership with Nurses Providing Patient Care

Mary Glavassevich, RN, BA, MN, Patient Care Manager, **Anita Long, RN, MSN/ED, CON(C)**, Advanced Practice Nurse, **Elaine Avila, RN, BScN**, Clinical Educator, **Marg Fitch, RN, PhD**, Researcher, Sunnybrook Health Sciences Centre, Toronto

An innovative nursing care delivery model is being trialed which maximizes support of the unregulated health care worker in partnership with the nurse at the bedside. Despite the increasing responsibilities and demands on the nurse, support for nurses working at the bedside is being depleted mainly due to budgetary constraints.

B5 Workplace Transition Program for Employers & Internationally Educated Nurses (IENs)

Hossein Khalili, RN, BScN, MScN, PhD, Lead, Workplace Transition Program, **Zubeida Ramji, BSN, MHSc, PhD(C)**, Executive Director, **Ruth Wojtiuk, RN, BScN, PHN, MEd**, Professional Practice Lead, CARE Centre for Internationally Educated Nurses, Toronto

There is a consensus among stakeholders that in order to effectively address the nursing shortage in Canada, we require an expeditious transition and retention of Internationally Educated Nurses (IENs) into the Canadian workforce. The existence of comprehensive IENs transition programs within the workplace is evidenced to be facilitating IENs transition, retention and job satisfaction. In this presentation a two-pronged Workplace Transition Program, supporting IENs themselves and their employers, will be presented.

12:15 – 13:30

Lunch (Provided)



CONCURRENT SESSION C

13:30-14:15

C1 Advancing the Uptake and Perceived Value of Standardized Clinical Data

Peggy White, BA, MN, Project Director, Health Outcomes for Better Information and Care, Toronto, **Lynn Nagle, RN, PhD**, Assistant Professor, University of Toronto, Toronto

The implementation of electronic health records offers the opportunity to improve patient outcomes. This presentation will describe a dataset that is being implemented in Ontario. Findings from research using this dataset will be examined with a focus on how clinicians are using this data to improve clinical outcomes.

C2 How to Develop a Customized Mentorship Program for Future Leaders

Mary Wheeler, RN, MEd, PCC, Partner, donnerwheeler, Brampton, **Michelle Cooper, RN, MScN, ACC**, Leadership Partner, Courage Group International, Ancaster

Given the aging of the nursing workforce there is a need for strategies to develop future leaders. Mentorship, as one strategy to support aspiring leaders is well documented in the literature. Not as well documented are descriptions of mentorship programs for this target group, how to develop, implement and evaluate.

C3 An Integrated, Collaborative and Partnership Driven Approach to Quality Based Procedures

Lisa Regan, BScN, MN, Director, Transformation Management, **Nadine Krasinkiewicz, RRT, PMP**, Project Management Specialist, Bluewater Health, Sarnia

Quality based procedures (QBP) are quickly becoming the new norm in healthcare organizations across the province. Creating standardized, best practices stretching across the care continuum required a new vision and approach to collaboration and integration of partners, front-line staff and physicians. This collaborative approach was the key to the successful implementation of QBPs.

C4 Building a Culture of Positive Leadership

Janet Newton, MSc, Senior Clinical Director, Krembil Neuroscience Centre, Critical Care and Patient Flow, Toronto Western Hospital, **Kathy Sabo, RN, MHA**, Senior Vice President and Executive Lead, University Health Network, Toronto

Organizations often encourage attendance at courses, conferences and training events in an effort to increase performance. At the Toronto Western Hospital, the Executive Team (ET) adopted a novel approach, through self-designing and teaching a course based on Positive Leadership and Appreciative Inquiry. Preliminary evaluation results show an overwhelmingly positive response.

C5 Authentic Leadership, Psychological Capital and New Graduate Nurses' Mental Health and Job Turnover Intentions: A Comparison of the Mediating Effects of Burnout and Engagement

Emily Read, RN, MSc, PhD (Student), Part-time Faculty, **Heather Laschinger, RN, PhD, FAAN, FACHS**, Distinguished Professor, Arthur Labatt Chair in Health Human Resources Optimization, University of Western Ontario, London

This research tested a model examining the effects of nurse manager authentic leadership on new graduate nurses' psychological capital, burnout, work engagement, mental health, and job turnover intentions using structural equation modeling. Alternative models with burnout alone and work engagement alone were examined.

14:15 – 14:30

Stretch Break

CONCURRENT SESSION D

14:30 – 15:15

D1 Leveraging Data to Transform Nursing Care: Insights from Nurse Leaders

Lianne Jeffs, RN, PhD, Director, Nursing/Clinical Research, St. Michael's Hospital, Toronto, **Vera Nincic, PhD**, Knowledge Transfer Manager, Nursing Health Services Research Unit Knowledge Translation and Exchange Program, Lawrence Bloomberg Faculty of Nursing, University of Toronto, Toronto, **Peggy White, RN, MN**, Program Manager, Health Outcomes for Better Information and Care Program, Toronto, **Laureen Hayes, EdD, BN**, Research Officer, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto, Toronto, **Joyce Lo, RN, MN**, Research Coordinator, St. Michael's Hospital, Toronto

A study on how nurse leaders are using performance data to drive quality nursing care revealed two themes: getting relevant, reliable, and timely data and their ability to "connect the dots" with key stakeholders. Study findings may inform nurse leaders in their efforts to leverage data to transform nursing care.

D2 Empowering Frontline Nurses to Lead Patient Safety and System Wide Change

Gailynn Burns, RN, MN, CNeph(C), Nurse Manager, **Michelle Zivanovich, RN, CNeph(C)**, Staff Nurse, St. Joseph's Hamilton, Hamilton

Patients transition across care continuums. Nurses play a key role in addressing and resolving gaps in these transitions. As a spotlight organization, BPG's guide nursing practice. The presentation will demonstrate how the organization supported nurses to make community care safer through a regional pilot now being adopted in jurisdictions across the province.

Mentorship Stream

Mentorship Stream

D3 The Real Deal: Translating the Vision of Patient Partnerships into Action

Kate Zimmerman, RN, BScN, MHS, Clinical Team Manager Ambulatory Care, Mary Lynne MacMaster, RN, MHSc, Director Patient Experience & Quality, North York General Hospital, Toronto

Effective, purposeful leadership was the key enabler to translating organizational strategy and vision into meaningful action. Explore how one organization made `Patient Partnerships` a reality in the lived experience of care across all levels of the organization.

D4 Transitioning to an Electronic Health Record: A Mental Health Documentation Improvement Project

Janet Roberts, RN, BScN, MHS, Director, Healthtech Consultants, Toronto, Boris Bard, Interim Patient Care Manager, St. Joseph's Health Centre, Toronto

This presentation will outline the approach and design of a new documentation methodology in the adoption of an electronic health record in the Adult Mental Health inpatient setting. The transition from a former narrative based note format to the use of standardized terminology to describe patient behavior, clinician interventions and patient response.

D5 How to Write an Abstract for Submission

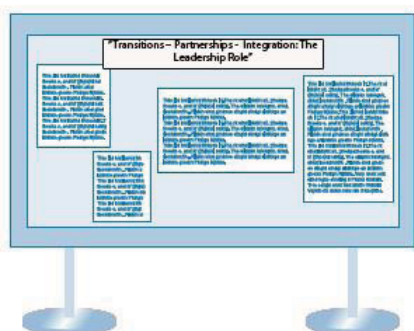
Sue Munro, Vice President, First Stage Enterprises, Toronto

Have you thought about submitting an abstract for a conference, were not sure how to proceed, and did not go ahead? Or, you've had a great research concept or institutional project, submitted an abstract, and were not accepted? If you are a first time writer, where do you begin? If you have been rejected, how can you improve your odds of having your next abstract selected? This session is a great opportunity to pick up on the "Do's" and Don'ts" of a successful abstract submission.

"How To" Session

15:15 – 16:45

Poster Reception - Knowledge Network Exchange



This dedicated session for poster viewing provides an excellent opportunity to learn about innovations, latest research and new initiatives in nursing leadership. The structure also provides another great opportunity to get to know colleagues and organizations.

New this year, you will have the opportunity for both a formal guided poster tour or informal viewing of all the Posters.

Refreshments and snacks will be available. The Poster Session is always a favourite highlight of the Annual NLN.ON Conference.

Poster Reception

1. Integration of a Medical Short Stay Unit with a Surgical Oncology and General Surgery Unit- Leaders and Experts... We Need Them All to Make it Happen!

Anita Long, MSN/ED, CONC(C), Janice Stewart, MHS, CONC(C), Elaine Avila, BScN, Catherine Lemieux, BScN Sunnybrook Health Sciences Centre, Toronto

2. A Multi-Modal Education Strategy to Support Sustainability of Corporate RN-to-RN Intershift Transfer of Accountability Processes

Cecilia Santiago, RN, MN, CNCC(C), Ashley Skiffington, RN, MEd(C), Murray Krock, RN, BScN, MN, Terri Irwin, RN, MN, Ella Ferris, RN, MBA, St. Michael's Hospital, Toronto

3. Nursing Led Clinic - Innovation in Geriatric Medically Complex Patients

LeeAnn Murray, BScN, MA, St. Mary's General Hospital, Kitchener

4. Nursing Intellectual Capital and Organizational Performance: A Scoping Review

Alexandra Harris, RN, MN/MHSc, CHE, Linda McGillis Hall, RN, PhD, FAAN, FCAHS, Whitney Berta, MBA, PhD, Adalsteinn Brown, AB, D.Phil, University of Toronto, Toronto

5. Considering the Clinical Implications of Developing Value in Electronic Medical Records

Mohamed Alarakhia, BSc(Hons), MD, CCFP, Ted Alexander, Lisa Bitonti-Bengert, RN, Paula Lee, CFFM FHT eHealth Centre of Excellence, Kitchener

6. Beyond Transition: Workplace Integration of Internationally Educated Nurses – A Qualitative Study

Zubeida Ramji, RN, BSN, PhD Candidate, Josephine Etowa, PhD, CARE Centre for Internationally Educated Nurses, Toronto

7. Solving an Education-to-Practice Gap in the Mental Health Specialty

Sarah Flogen, RN, PhD, Aideen Carroll, RN, MA, Jan Lackstrom, SW, Patti McGillicuddy, SW, University Health Network, Toronto

8. Using Change and Transition Theory to Integrate Skill Mix into Acute Care Settings

Tracey Kitchen-Clark, RN, MHS, GNC(C), Florence Li-Wong, RN, MScN, Sunnybrook Health Sciences Centre, Toronto

9. Inspiring Late Career Nurses to Be Leaders in Creating a Healthier Work Environment

Orla Smith, BScN, RN, MN, PhD(C), Ashley Skiffington, RN, BScN, MEd(C), Heather Campbell, RN, BN, MS, Joyce Lo, RN, BScN, MN, Ella Ferris, RN, MBA, St.Michael's Hospital, Toronto

10. Barriers and Facilitators of Electronic Health Record Use by Nurses

Gillian Strudwick, RN, MN, CVAA(C), PhD Student, Linda McGillis Hall, RN, PhD, FAAN, FCAHS, Lynn Nagle, RN, PhD, Patricia Trbovich, PhD, University of Toronto, Toronto

11. Clinical Simulation Practice Framework

Hossein Khalili, RN, BScN, MScN, PhD, Fanshawe College, London

13. Partnering for Patients: Building Relationships to Transform Care

Karen Witkowski, RegN, BScN, ET, Trillium Health Partners, Mississauga

14. An Integrated Complex Care Program: An Innovative Model to Help Keep Children with Medical Complexity in the Community

Joanna Soscia, MEd, MN, NP-Paeds, Sherri Adams, MSN, NP-Paeds, CPNP, The Hospital for Sick Children, Toronto

15. Bridging the Gap in Oncology Nursing Care

Jessica Lam, RN, BScN, Anne Embleton, BScN, MN, OCN, CON(C), Carolyn McPhee, BN, MSN, University Health Network, Toronto

16. Telehomecare: Improving Care Transitions Across Health Care Sectors with Innovation

Julie Kwan, RN, BScN, MN, Ontario Telemedicine Network, Toronto

17. Collaborative Care Plans: Integration into Practice

Sherri Adams, MN, NP-Paeds, Joanna Soscia, MEd, MN, NP-Paeds, The Hospital for Sick Children, Toronto

18. Advancing the Role of Nurse Practitioners in Mental Health to Improve Gaps in Services

Carole Gionet, BScN, BSc, NP, MN, Cindy Pritchard, RN(EC), BScN, NP-PHC, Ontario Shores Mental Health Sciences, Whitby

19. Empowering Experienced Critical Care Nurses Educated Overseas using a Community Collaboration Employment Model

Ruth Lee, RN, BScN, MScN, PhD, Nancy Brown- Fellows, MAEd, Daniela Beckford, RN, Andrea Baumann, RN, PhD, Hamilton Health Sciences, Hamilton

20. Clinical Leader / Manager Orientation and Support

Karen Wannamaker, RN, BScN, Valerie Audette, RN, BScN, MHA, St Michael's Hospital, Toronto

21. Influenza Vaccination Refusal Amongst Racialized Groups: A Qualitative Study

Nancy Akor, RN, BScN, Onye Nnorom, MD, CCFP, MPH, FRPC, Melissa Stevenson, Danielle Kiers, TAIBU Community Health, Scarborough

22. Supporting the Role of Nursing Educators: A Pilot Project to Integrate Technology into Hospital-Based Competency Assessment

Leasa Knechtel, RN, MN, Bev Waite, RN, BScN, Minoli Menid, Yvonne Yu, RN, MScN, Sunnybrook Health Sciences Centre, Toronto

23. Quality Improvement Initiative Using Lean Methodology to Implement a Do No Harm Board in General Internal Medicine (GIM)

Grace Adeniyi, RN, BScN, CMSN(C), Faith Daniels, RN, BN, MN(C), Silvi Groe, RN, BScN, MN, GNC(C), April Mick, RN, BScN, CMSN(C), Toronto Western Hospital, Toronto

24. External Partnerships: An Innovative Approach to Supporting New Graduate Nurses in Pediatric Homecare Practice

Daria Garnier, RN, BScN, MN, CCHN(C), Bea Mudge, RN, MBA, CHE, F(C)HSRF, Ana DiMambro, BScN, MScN, CRN(C), Kim Krog, BScN, MScN, CRN(C), VHA Home HealthCare, Toronto

25. Ebola: Prepare to Detect, Protect, and Respond; Leveraging the Linkages of a LHIN's CNO & CNE Network

Karen Ellis-Scharfenberg, RN, BScN, MBA, Norah Holder, RN, BScN, MN, Simcoe Muskoka District Health Unit, Barrie

27. Building Capacity: Developing the Team Leader Role in the "Off-Hours"

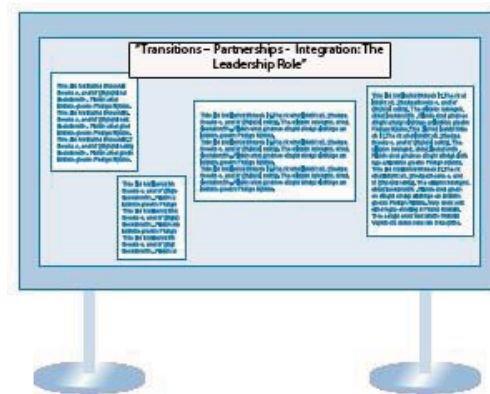
Cynthia Woodard, RN, BA, BScN, MN, Florence Li-Wong, RN, BScN, MN, Renee McLean, RN, BScN, Deqa Hussein, RN, BScN, Sunnybrook Health Sciences Centre, Toronto

28. Undergraduate Nursing Preceptorship Weekly Plan

Eliane Stockler Leite, RN, BScN, CNCC(C), Cecilia Santiago, RN, MN, CNCC(C), St. Michael's Hospital, Toronto

29. Improving Gaps in Home Care: Examining the Role of Therapeutic Self-Care in Supporting Home Care Safety for Older Adults

Winnie Sun, RN, MN, PhD, Diane Doran, RN, PhD, University of Toronto, Toronto



7:45 - 8:45 Breakfast

8:45 – 9:00 Greetings

9:00 – 10:00 **Opening Keynote – Marlene Smadu, RN, EdD, LLD (h.c.), Vice-President of Quality and Transformation, Regina Qu'Appelle Health Region, Regina, Saskatchewan**



Prior to assuming this role she served as the Associate Dean, Southern Saskatchewan Campus and International Student Affairs for the College of Nursing, University of Saskatchewan, Assistant Deputy Minister of Health and Principal Nursing Advisor for the government of Saskatchewan, and Education Consultant and Executive Director at the Saskatchewan Registered Nurses Association, the regulatory body for registered nurses in Saskatchewan, Canada. She has practiced nursing in all domains (clinical, education, administration, research and policy) and in a variety of settings in Canada, Papua New Guinea, and Qatar.

10:00 – 10:30 Refreshment Break

CONCURRENT SESSION E

10:30 – 11:15 **E1 The DNA of Leadership Development: Strategies for Leaders and Organizations**
Nancy Purdy, RN, PhD, Associate Professor, Associate Director Collaborative Program, Daphne Cockwell School of Nursing, Ryerson University, **Julia Ann Scott, RN, BA, MBA**, Facilitator, Dorothy Wylie Health Leaders Institute, Thornbury, **Judith Skelton-Green, RN, MSN, PhD, FCHSE**, Facilitator, Dorothy Wylie Health Leaders Institute, Grimsby, **Beverley Simpson, RN, BScN, MSc, CMC**, Facilitator, Dorothy Wylie Health Leaders Institute, Toronto

Based on the results of a recent evaluation of a longstanding leadership institute, the authors will address critical design elements for leadership development programs, organizational strategies to support ongoing leadership development, and offer strategies for individual development at all stages of one's leadership career.

Mentorship Stream

E2 Developing Nurse Leaders: The Advanced Practice Nursing Internship
Kristin Cleverley, RN, PhD, CPMHN(C), Director, Practice Research and Innovation, **Margaret Gehrs, RN, MScN, CPMHN(C)**, Director, Interprofessional Practice, Ambulatory Care and Structured Treatments Program, **Sara Ling, RN, MN, CPMHN(C)**, **Elisabeth Nardi, RN, MN**, Centre for Addiction and Mental Health, Toronto

To address the orientation and learning needs of novice Master's prepared nurses, the Centre for Addiction and Mental Health has developed the CAMH Advanced Practice Nursing Internship. Over a six-month period, Interns become integrated with clinical services and demonstrate the CNA Advanced Nursing Practice Competencies while being mentored by experienced practice leaders.

E3 The Innovation Unit: Fostering Partnerships & Technology Adoption for Better Outcomes
Tiziana Rivera, RN, BScN, MScN, GNC(C), Chief Nursing Executive and Chief Practice Officer, **Aviv Gladman, MASc, MD, P.Eng, FRCPC**, **Sabina Sabo, RN, BScN, MN**, **Abel Cheng**, Mackenzie Health, Richmond Hill

The Innovation Unit is an acute inpatient medicine unit transformed into a "living laboratory" to support evidence-based practice and exemplary patient experience. Our Smart Room technologies enable seamless data collection for the evaluation of staff workflows, communication, hand hygiene, barriers to technology adoption, and patient and staff satisfaction.

E4 Partnerships that Create Quality Improvement: The National Nursing Quality Report
Susan VanDeVelde-Coke, RN, MA, MBA, Director of Health Policy Analysis & Knowledge Transfer, McMaster University, Health & Social Service Utilization Research Unit, Hamilton, **Lori Lamont, RN, BN, MPA**, Vice President Interprofessional Programs & Chief Nursing Officer, Winnipeg Regional Health Authority, Winnipeg

The National Nursing Quality Report is a minimum set of structure, process and outcome indicators that can be collected nationally across sectors, be readily available on a dashboard to staff, be used to benchmark to improve client outcomes and influence policy directions, and facilitate comparisons within and among organizations

E5 Cross-Training Nursing Graduates In Psychiatry and General Internal Medicine
Ping Rau, RN, MSc, CPMHN(C), Nursing Unit Administrator, **Natasha Persaud, RN, MN**, Clinical Nurse Specialist, **Liandi Zhang, RN, MScN**, Nursing Unit Administrator, **Crystal Li, RN, BScN**, Nurse Clinician, Mount Sinai Hospital, Toronto

It is challenging for front-line nurses to care for patients with psychiatric and medical co-morbidities given the existing model of training and staff development. This session describes how leaders at a Toronto Hospital address the practice gap by piloting a cross-training model of nursing graduates.

11:15 – 11:30 Stretch Break



CONCURRENT SESSION F

11:30 – 12:15

F1 Partnerships to Promote Public Confidence Through Transparency – What Are We Afraid Of?

Anne Coghlan, RN, MScN, Executive Director and CEO, College of Nurses of Ontario, Toronto

It takes conviction, courage and leadership to advocate for a "client's right to know". Using an example of interdisciplinary partnership to enhance public transparency, this session will challenge nurse leaders to lead cultural change by confronting the question: "what are we afraid of?"

F2 Breaking Down Obstacles and Building Up Expectations: Optimization of the Charge Nurse Role

Ade Oyemade, RN, BScN, MN, Manager Interprofessional Education/PPL Nursing, **Sheena Perron, RN, BScN, MN**, Clinical Resource Leader, **Rhonda Seidman-Carlson, RN, MN**, Vice President of Interprofessional Practice and Chief Nursing Executive, The Scarborough Hospital, Scarborough

Today's healthcare environment continues to be demanding, particularly within the frontline setting. High patient acuity, changes to scope of practice and increasing accountability paired with emergent treatments trends all contribute to an evolving practice setting. Charge nurses require formal leadership training and clear expectations to meet these everchanging challenges and be the gate keepers for safe and high quality patient care.

Mentorship Stream

F3 Transforming Process and Practice Through Patient Partnerships

Kim Kraeft, RN, BScN, MSNEd, CCN(C), Performance Transformation Specialist, **Heather Mayea, RN, MSN(C)**, Performance Transformation Specialist, Bluewater Health, Sarnia

As many hospitals move toward Lean methodology, some have questioned whether the human experience has been lost. Engaging Patient Experience Partners in Lean process improvement events leads to improved quality and efficiency while ensuring that the needs of the patient and family are kept at the forefront.

F4 Insights from Nurse Leaders to Optimize Retaining Late Career Nurses

Vera Nincic, PhD, KT Manager, Nursing Health Services Research Unit Knowledge Translation and Exchange Program, University of Toronto; Manager-Research, St Michael's Hospital, Toronto, **Lianne Jeffs, RN, PhD**, Scientific Director of Nursing Health Services Research Unit Knowledge Translation and Exchange Program, University of Toronto; Director, Nursing/Clinical Research, St Michael's Hospital, Toronto, **Laureen Hayes, RN, PhD**, Research Officer, Lawrence S. Bloomberg Faculty of Nursing, University of Toronto, Toronto, **Danielle Jerome, BHSc**, Research Assistant, Nursing Health Services Research Unit Knowledge Translation and Exchange Program, University of Toronto, Toronto, **Victoria Malecki, BSc**, Research Assistant, Nursing Health Services Research Unit Knowledge Translation and Exchange Program, University of Toronto, Toronto

Fifty-nine nurse leaders were interviewed to explore their perceptions associated with implementing the Late Career Nursing Initiative in their respective organizations. Following a qualitative directed content analysis approach, three themes emerged: 1) having a strategic approach; 2) leveraging staff expertise; and 3) securing organizational support.

F5 Improving Post Hip Fracture Care Through the Ontario Telemedicine Network (OTN)

Nancy Pearce, RN, PhD, Clinical Nurse Specialist, Complex Continuing Care & Rehabilitation, **Karen Champagne, RN, BSc, BEd, CCNC(C), (MEd)**, **Andrea Guth, BScPT**, Manager, Integrated Stroke & General Rehabilitation Program, **Robinne Hauck, RN, BScN, MA**, Program Director, Surgical Services, **Jane Huiskamp, RN PAN(C)**, Manager, Surgical Day Care, **Matthew Snider, MD**, Orthopedic Surgeon, Grand River Hospital, Kitchener

The practice of transporting patients rehabilitating from a hip fracture to another site for Orthopedic follow-up was neither patient centred nor cost effective and created barriers to interprofessional communication. By leveraging the use of the Ontario Telemedicine Network (OTN) we have reduced costs while improving patient care and interprofessional communication.

12:15 – 13:45

Awards Luncheon

13:45 – 14:45

Closing Keynote – Leslee J. Thompson, RN, MBA, CHE, President and CEO, Kingston General Hospital, Kingston



Leslee Thompson is the President & CEO of Kingston General Hospital and Assistant Professor at Queen's University. She also serves as Chair of the Council of Academic Hospitals of Ontario, Chair of the Canadian Foundation for Healthcare Improvement, and Board member of the Ontario Institute for Cancer Research. Named one of Canada's Top 100 Most Powerful Women in 2013, Leslee is also internationally recognized for her pioneering work at KGH on patient engagement and patient centered leadership.



Hotel Accommodations

For our 2015 Conference, NLN.ON will be again at the

Westin Prince Hotel 900 York Mills Rd., Toronto

Easy to reach from the 401 and the Don Valley Parkway, the Westin Prince is set in a beautiful parkland environment. Outstanding bedrooms and excellent dining facilities will combine to make this an event to remember! Plan to stay at the hotel and increase your conference experience. Share with a friend and reduce the costs.

Please call the hotel and make your reservations directly at: **416-444-2511** and indicate you will be at the NLN.ON Conference.

Special NLN.ON Conference Rate
Single or Double \$169.00
(Until February 23rd, 2015)

Vision

Inspiring, supporting and advocating today for nursing leadership tomorrow.

Mission

NLN.ON is an interest group of RAO that inspires, promotes, and influences nursing leaders and nursing leadership through innovation, integration and collaboration.

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For Additional Information NLN.ON 2015

c/o First Stage Enterprises
1 Concorde Gate, Suite 109
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Fax: 416-426-7280

Toll free: 1-866-433-9695

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Annual Health Care Leaders Conference

March 26 - 27, 2015



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Do you have any Special needs (Dietary / Other)? _____

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	COST	+	HST	=	TOTAL
<input type="checkbox"/> NLN.ON/RNAO MEMBER	\$505.00	+	\$65.65	=	\$570.65
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Delegate registration lists (business information only) will be shared at the conference to encourage post-conference networking with your specific approval.

Yes, I give permission to list my contact information in the registration materials for networking purposes.

PAYMENT

Payment may be made by personal or institutional cheque or money order. Make payable to: **NLN.ON** or use your credit card.

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CANCELLATION POLICY

A refund will be issued if requested, in writing, on or before March 6th, 2015. A \$50.00 administration fee will be levied on all refunds. **No refunds will be given after March 6, 2015.** Substitutions are welcomed.

FOR INQUIRIES: NLN.ON

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