NLN 2026 CONFERENCE —DETAILED PROGRAM

Concurrent Session Tracks

- Workforce Wellbeing and Sustainability
- Capacity Building from Within
- The Power of Collaboration in Practice, Research and Academia

Sunday, September 27, 2026

2:00 PM – 8:00 PM	**Registration Open** *Location: Lower Concourse Foyer*

Monday, September 28, 2026

7:00 AM – 6:00 PM	**Registration Open** *Location: Skylight Foyer*
8:00 AM – 8:30 AM	**Grab'n Go Breakfast** *Location: Foyer*
8:30 AM – 8:45 AM	**Introduction and Land Acknowledgement** *Master of Ceremonies, Dawn Donaldson* **Greetings from Canadian Nurses Association** *Dr. Valerie Grdisa, CEO* *Location: Grand Event Room*
8:45 AM – 9:00 AM	**Opening Remarks** *President (Dr. Heather Thomson), Past-President (Dr. Sue Bookey-Bassett), Conference Co-Chairs (Sarabeth Silver, Milijana Kecman)* *Location: Grand Event Room*

9:00 AM – 10:30 AM	**Keynote Panel: Leading Beyond Today — A Fireside Chat for Nursing Leaders** *Speakers: Leigh Chapman, Government of Canada; Lhamo Dolkar, RNAO, Dionne Sinclair, CAMH* *Moderator: Terri Irwin, Trillium Health Partners* This panel brings together transformational nursing leaders to explore the future of nursing leadership and the changes needed to strengthen the profession over the next decade, including practical guidance for emerging leaders and strategies for mentoring the next generation. *Location: Grand Event Room*
10:30 AM – 10:50 AM	**Break & Poster/Exhibit Viewing** *Location: Foyer*

Concurrent Sessions — 10:50 AM – 11:15 AM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**WeMentor+: An Innovative Digital Mentorship App for the Interprofessional Workforce Retention, Growth and Inclusivity** *Speaker: Maria Nelson & Dave Clark* WeMentor+ is a digital mentorship platform proven to reduce nursing turnover. By utilizing matching and co-designed support, it achieved a 96% engagement rate, fostering a sustainable, inclusive, and psychologically safe workforce to stabilize the future of healthcare.
Studio 11 CAPACITY BUILDING FROM WITHIN	**Leading After Hours: Embedded Operational Leadership and Capacity Building in a Multi-Site Mental Health System** *Speaker: Dian Cairns* Explore how an embedded Site Administrator leads after-hours in a complex mental health system, building frontline leadership, strengthening teamwork, and enhancing patient safety in real time.
Idea Loft THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**From Variation to Value: Leading Collaborative Centralized Medicine-Surgery Nursing Orientation** *Speaker: Vicky Samuel* Discover how a standardized three-day medicine-surgery nursing orientation improved onboarding consistency. This session shares how collaborative leadership and iterative Plan-Do-Study-Act (PDSA) cycles strengthened confidence, educator collaboration, and efficient use of education resources

Concurrent Sessions — 11:20 AM – 11:45 AM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Mentorship as Leadership: Empowering Frontline Nurses to Build a Sustainable Workforce** *Speaker: Cathy West* At Dryden Regional Health Centre, frontline nurses lead a structured mentorship program supporting new graduates through transition to practice. This initiative strengthens leadership at the bedside, improves retention, builds confidence, and promotes sustainable high-quality care in rural settings.

Studio 11 CAPACITY BUILDING FROM WITHIN	**Data-Driven Workforce Adaptability: Aligning Nursing Resource Team Training with Unit Utilization** *Speakers: Gladys Mokaya & Kirushanth Kiruba* Aligning nursing resource team training with real-time demand to advance capacity building from within and support sustainable, adaptive workforce models.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Strengthening the Workforce: Nurse Managers' Experiences in Integrating Internationally Educated Nurses in Acute Care** *Speakers: Naseem Isani & Sue Bookey-Bassett* Explores nurse managers' experiences integrating internationally educated nurses in acute care, sharing practical strategies that promote retention, equitable onboarding, psychological safety, and a sustainable, resilient nursing workforce.
11:45 AM – 12:10 PM	**Stretch Break & Poster/Exhibit Viewing** *Location: Foyer*

Concurrent Sessions — 12:10 PM – 12:35 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Empowering Internationally Educated Nurses (IENs): An Innovative Approach to Supporting Transition and Retention** *Speaker: Karine Gottardo Severino* The IEN transition program at THP supports internationally educated nurses integrating into Canadian practice through education, simulation, and tailored resources, with participants gaining confidence in clinical skills, communication, and documentation.
Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Advancing Evidence Informed Staffing Through Practice–Research Collaboration: Outcomes of a Patient Driven Care Model** *Speakers: Danielle Huhtanen, Tara Thomas Tarcza* Through a practice–research collaboration, a patient-driven staffing model was tested in acute care. Adding PSWs significantly improved nurses' perception of workload, staffing adequacy, and their ability to deliver essential care.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Making Racism Visible: Strengthening Racism Reporting to Protect Mental Health Nurses' Wellbeing and Workforce Sustainability** *Speakers: Satinder Kaur & Sherida Chambers* Racism from patients and families toward mental health nurses is widespread yet often invisible in incident data. This project audits reporting systems in England and Canada to uncover under-reported incidents and co-design system and policy changes that make racism visible and actionable.
12:40 PM – 1:40 PM	**Lunch** *Location: Foyer*

Concurrent Sessions — 1:40 PM – 2:05 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**The Journey from Nursing Student to New Graduate Nurse: Supporting Transition and Entry to Nursing Practice Using Longitudinal Clinical Placements** *Speaker: Jasleen Chaira* To strengthen the journey from nursing student to new graduate nurse, longitudinal clinical placements can support fourth-year undergraduate nursing students' transition to practice and ensure their sustainability within the workforce.
Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Building Capacity in Home and Community Care for Children with Medical Complexity and Technology Dependence** *Speakers: Reenu Chhokar & Brittney Pozzobon* A nurse-led program that enables safe transitions from hospital to home for children with medical complexity through pediatric education, 24/7 virtual support, and system-level collaboration with home and community care providers.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Rethinking Rounding: Elevating a "Routine Check" into Advanced Therapeutic Nursing Practice** *Speakers: Satinder Kau & Sherida Chambers* At a large mental health hospital, nurses led a shift from "headcount" checks to therapeutic Purposeful Rounding, using the ICARE model to strengthen safety, engagement, and recovery-oriented inpatient care.

Concurrent Sessions — 2:10 PM – 2:35 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Enhancing Transition to Practice: Outcomes of a Comprehensive Onboarding Model for New Graduate Nurses** *Speaker: Jessica Trigiani* A comprehensive onboarding model combining orientation, education, and mentorship improved new graduate nurse confidence, competence, and satisfaction, strengthening transition to practice, resiliency, and workforce sustainability.
Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**From Clinic to Home: A Collaborative Model Advancing Quintuple Aim Outcomes in Peritoneal Dialysis Care** *Speakers: Ziwei Chen & Natalia Stovichek* An integrated community–hospital model delivering coordinated peritoneal dialysis from clinic to home, strengthening nursing capability, enabling early intervention, and improving patient experience while reducing acute care use.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Where It Matters Most: Equipping Nurses to Improve Care at the Point of Delivery** *Speakers: Claudia Wong & Lauren Cosolo* Nursing leaders leveraged Sunnybrook's Corporate Nursing Council to enable front-line nurses to lead quality improvement and reduce administrative burden, building leadership capacity and resilience while refocusing time on patient care.
2:35 PM – 3:00 PM	**Stretch Break & Poster/Exhibit Viewing** *Location: Foyer*

Concurrent Sessions — 3:00 PM – 3:25 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Clinical Nurse Educators in Canadian Hospitals: Lived Experiences and Role Realities** *Speakers: Kateryna Metersky, Emily Read* This study examines Clinical Nurse Educators' lived experiences to understand how to better support this role and strengthen system capacity.
Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Leading Through Collaboration: SPO Clinical Leaders and Provincial Stakeholders Advancing Standardized, Evidence-Informed Community Care** *Speakers: Michelle Pothie & Kelly Robertson* Across clinical and system partnerships, leaders from Ontario Health atHome, nursing Service Provider Organizations, and Ministry funders collaborate on policy and processes to enhance community care and strengthen nursing's collective impact.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Redefining Dialysis: Transforming Care Through Collaboration and Innovation** *Speakers: Suhani Patel & Anita Damjee* Explore how a collaborative partnership between Sunnybrook, Unity Health, and University Health Network is transforming dialysis care delivery by optimizing workflows and leveraging shared knowledge.

Concurrent Sessions — 3:30 PM – 3:55 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Co-Designing Online Education Modules with Nurses and Nurse Leaders to Develop Adaptive Expertise Across Diverse Hospital Settings** *Speaker: Nicole Moreira* This presentation discusses the co-design of two online education modules with nurses and nurse leaders within a hospital network to help build adaptive expertise and resilience in the workplace.
Studio 11 CAPACITY BUILDING FROM WITHIN	**Empowering Frontline Nurses as Senior Care Champions: Scaling Education and Practice Change** *Speaker: Peggy Richards* ADAPT is a nurse-led, interdisciplinary delirium prevention framework for hospitalized seniors. Evidence-based education, EMR-enabled workflows, and Care Champions shift care from reactive to proactive.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Innovating Nursing Education Through Immersive Simulation: Building Clinical Judgment, Resilience, and Adaptive Capacity** *Speakers: Tania Killian & Treva Job* Advancing nursing education through innovation, this immersive escape room builds resilience, collaboration, and clinical decision-making, preparing students for complex and changing healthcare.
4:00 PM – 5:00 PM	**Poster Reception** *Location: Foyer*

5:00 PM – 6:00 PM	**[Optional] Open Discussion: Advocate and Partner for Nursing Leadership Development Across Healthcare Organizations** *Facilitators: Heather Thomson & Sue Bookey-Bassett* Come join us for a discussion on the resolution passed at the 2026 RNAO AGM Advocate and Partner for Nursing Leadership Development Across Healthcare Organizations submitted by Sue Bookey-Bassett and Heather Thomson on behalf of NLN.ON. The 1 hour session will provide a forum for discussion and an overview of the resolution and current initiatives to create an action plan to support nursing leadership development within education and practice contexts. We welcome your thoughts and ideas in taking action! *Location: Studio 10*
6:00 PM – 9:00 PM	**Dinner Event** *Location: Grand Event Room*

Tuesday, September 29, 2026

7:00 AM – 3:00 PM	**Registration Open** *Location: Foyer*
7:00 AM – 8:00 AM	**Breakfast** *Location: Sunhill Dining Room*
8:00 AM – 9:00 AM	**Keynote: From Bedside to Belonging: Reflections on a Leadership Journey Rooted in Courage, Inclusion, and Influence** *Speaker: Farah Khan, Trillium Health Partners* *Location: Grand Event Room* Join Farah as she shares reflections from her leadership journey, offering insights and inspiration that attendees can carry forward in their own professional development and/or mentorship of others.

Concurrent Sessions — 9:05 AM – 9:30 AM

Studio 10 **WORKFORCE WELLBEING AND SUSTAINABILITY**	**Strengthening Hospital-to-Home Transitions Through Nurse Practitioner Consultation** *Speakers: Kim Utley & Miranda Campbell* A nurse practitioner consultation model within hospital-to-home care strengthens nursing agency and system capacity, resolving complex patient needs in the community and reducing avoidable emergency visits.
Studio 11 **THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA**	**Co-Designing a Virtual Simulation to Support Leadership Development in Master of Nursing Students** *Speaker: Heather Thomson* This project co-designed a leadership-focused virtual simulation for Master of Nursing students, informed by a needs assessment and co-design with nurse leaders, targeting essential leadership competencies for transition into formal leadership roles.

Idea Loft CAPACITY BUILDING FROM WITHIN	**Capturing Our Digital Pulse: Assessing Literacy, Readiness, and Attitudes Among Nurse Leaders** *Speakers: Gabriel Chow & Tasneem Owadally* Beyond training: what truly prepares nurse leaders for digital transformation? This study reveals key drivers of readiness and offers a practical roadmap to build resilient, future-ready leadership.

9:30 AM – 9:50 AM	**Break & Poster/Exhibit Viewing** *Location: Foyer*

Concurrent Sessions — 9:50 AM – 10:15 AM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Leading with Innovative Impact: Nurse Leaders' Strategic Use of AI Technology to Shift Work Environment Conditions and Regain Relational Leadership Capacity** *Speaker: Jessica Burford* This presentation highlights how nurse leaders are strategically using AI technology to shift work environment conditions, reduce administrative burden, and regain relational leadership capacity in strained work environments.

Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Reimagining Transition to Practice: Advancing the Clinical Extern Role Through Academic–Practice Partnership** *Speakers: Vishwa Shah & Tracey DasGupta* An academic-practice partnership reimagining the Clinical Extern role through a co-design approach, strengthening mentorship, clarifying role expectations, and building clinical confidence and practice readiness.

Idea Loft CAPACITY BUILDING FROM WITHIN	**Hospital at Home: Building Nursing Capacity and Confidence for Acute Care in the Home** *Speakers: Justine Bailey & Amanda Levesque* Ontario's first Hospital at Home program delivers hospital-level care in patients' homes. A focused capacity-building approach strengthened nursing readiness, confidence, coordination, and care quality.

Concurrent Sessions — 10:20 AM – 10:45 AM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Transforming Practice and Self Through Quality Improvement: Insights from a Health Professions Innovation Fellowship Program** *Speaker: Sarah McDermid-Flabbi* An evaluation of an immersive Quality Improvement fellowship suggests that QI learning environments support clinician development beyond technical skill, enhancing individual agency, professional identity, and leadership capacity.

Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Developing the Next Generation of Nurse Scholars and Leaders: The Creation and Evaluation of the Nursing Innovation Program** *Speakers: Angel Wang & Emma MacGregor* Building capacity in nurse-led research is a strategic opportunity to foster leadership development. We share the creation and evaluation of a nurse-led, practice-based research program that fosters nursing excellence in scholarship.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Barriers and Facilitators to Reducing Physical Restraint Use in Older Adults in General Internal Medicine** *Speaker: Jenna Richards* This study explores restraint use in acute care for older adults, highlighting safety concerns, moral distress, and system barriers, and emphasizes nursing leadership and interprofessional collaboration in reducing restraints.
10:45 AM – 11:05 AM	**Stretch Break & Poster/Exhibit Viewing** *Location: Foyer*

Concurrent Sessions — 11:05 AM – 11:30 AM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**EFAP Isn't Enough: How Nursing Leaders Can Support Clinical Debriefing Implementation** *Speaker: Megen Boisvenue* This study explores how nursing leaders can implement clinical debriefing to address burnout and strengthen psychological safety in critical care, highlighting practical strategies that support nurse wellbeing and a more stable workforce.
Studio 11 CAPACITY BUILDING FROM WITHIN	**Supporting Nurses and the Health Care System Through Collaboration: An Evaluation of the Supervised Practice Experience Partnership Program** *Speaker: Kelly Evans* An evaluation of the Supervised Practice Experience Partnership shows how supervised practice enhances registration, improves retention, and creates hiring pathways.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Developing Nurse Leader Program: Advancing Leadership Capacity Among Nursing Staff** *Speaker: Lauren Cosolo* This presentation focuses on how a structured leadership program empowers nursing staff to develop skills and competencies through workshops, mentorship, and shadowing experiences.

Concurrent Sessions — 11:35 AM – 12:00 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**The Compass Program: Navigating Gaps, Strengthening Practice** *Speakers: Holly Byrne & Lindsay Femiak* The Compass Program is designed to balance accountability with compassionate support in practice improvement, helping nurses realign with professional standards through tailored learning plans, mentorship, and evaluation.

Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Leveraging Partnership and Collaboration Between Academic and Clinical Practice to Enhance Nursing Clinical Practicum Experiences** *Speakers: Angel Wang & Emma MacGregor* Pre-graduate nursing students, nursing preceptors, and faculty mentors collaborate to support students' transition to practice. This presentation explores opportunities to enhance collaboration between academia and practice.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Implementing a Mentorship Program to Improve Retention in Front-Line Nursing Leadership Positions** *Speaker: Richa Puri* A structured mentorship program to improve retention of novice nurse leaders.
12:00 PM – 1:10 PM	**Lunch** *Location: Foyer*

Concurrent Sessions — 1:10 PM – 1:35 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Bridging the Gap: Simulation, Mentorship, and Support to Strengthen Nurse Retention and Resilience** *Speakers: Connie Leroux & Katherine Gregory* Session description to be announced.
Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**What to Expect Next: A Nurse-Led Approach to Improving Caregiver Education in the CVICU** *Speaker: Kayla Barriage* Nurse-led innovation in the CVICU improved caregiver understanding of post-operative recovery (from 21% to 92%) using a simple infographic, highlighting capacity building and collaboration to deliver scalable, high-impact caregiver education.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Building Leadership Capacity for Advanced Practice Nurses: A Toolkit for System Transformation** *Speakers: Lauren Cosolo & Jennifer Lovering* This presentation focuses on the development of a leadership and education toolkit that builds Advanced Practice Nurse capacity, strengthens nursing practice, and supports system-level change across clinical settings.

Concurrent Sessions — 1:40 PM – 2:05 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**Strengthening Perioperative Workforce Capacity: A Nursing-Led Model of Care Approach to Sustainability** *Speaker: Tracey DasGupta & Nguyet Ly* Using data and staff insights, a nursing-led OR redesign addressed workforce challenges through education, mentorship, and collaboration, building capacity, improving wellbeing, and supporting a more sustainable perioperative workforce.

Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**A Nursing-Led Virtual Care Model to Improve Access and Equity in School-Based Diabetes Management** *Speakers: Afsha Mahomed & Denise Freylejer* Nursing-led virtual care is transforming school-based diabetes support, with real-time nurse oversight empowering trained school providers to safely administer insulin, improving access and reducing family burden.
Idea Loft CAPACITY BUILDING FROM WITHIN	**Nursing Leadership in Action: Strengthening Practice Through Group Practice** *Speakers: Agne Oriade & Kaye Rayos Del Sol-Padua* At SE Health – Central Toronto, the Community Nursing Practice Committee redesigned and implemented nurse-led group practice meetings to strengthen nursing leadership through peer facilitation, mentorship, and reflective practice.

Concurrent Sessions — 2:10 PM – 2:35 PM

Studio 10 WORKFORCE WELLBEING AND SUSTAINABILITY	**From Novice to Expert: Implementation of a Lifespan Development Model in Canada's Largest Mental Health Centre** *Speakers: Kelyang Tenzin & Sherida Chambers* Program evaluation on the application of a lifespan development model to integrate multiple career-stage frameworks for improved nursing recruitment and retention.
Studio 11 THE POWER OF COLLABORATION IN PRACTICE, RESEARCH AND ACADEMIA	**Reimagining First Responder Training Through Interdisciplinary Microlearning** *Speakers: Jayne Grigorovich & Sheena Tcherner* MSH is transforming first responder training with on-shift microlearning and a roaming BLS cart, improving CPR and AED skills, participation, and role clarity across disciplines, creating a sustainable, adaptable model for emergency readiness.
Idea Loft CAPACITY BUILDING FROM WITHIN	**From Tall Poppies to Adaptive Leadership: Reclaiming Strength and Voice in Nursing** *Speaker: Natalie Madramootoo* Explores how "tall poppy" dynamics suppress emerging nurse leaders and limit adaptability, and how to build psychologically safe, inclusive cultures that enable voice and sustain high-performing nursing teams.
2:40 PM – 3:30 PM	**Poster/Exhibit Viewing** *Location: Foyer*
3:30 PM – 4:00 PM	**Closing Remarks** *Location: Grand Event Room*