



Maine Hospital Association

presents

“Building a Foundation for Best Practice Nursing Succession Planning” Webinar

Wednesday, December 9, 2009

2:30 - 4:00 p.m. EDT

Overview:

The chief nursing officer of Johns Hopkins Bayview Medical Center conducted an assessment of the nursing organizational structure and nursing management competencies. It was determined that a change in the span of control of nurse managers and directors, and a leadership development program was needed to develop strong staff leaders. A partnership was established with the Advisory Board to implement an intensive program to prepare nursing leaders with the competencies necessary to become effective managers.

Participants will learn how to develop a succession plan that supports the development of nursing managers using a model that aligns all programs to an organization's strategic priorities. Participants will also learn how to gain commitment from executive leadership and those in the program. Executive leadership support is established early in the program and staff are energized in their commitment toward excellence.

Objectives:

Participants will learn:

- To recognize and address structural and psychological barriers to effective succession planning and leadership development.
- Strategies to identify high-potential staff and to structure opportunities that accelerate emerging leader development and motivation.
- The components of a workforce plan that guides successful succession planning in an organization.

Target Audience:

CEOs, COOs, CNOs, Directors of Nursing, hospital/clinical nurse leadership

Faculty:

Maria V. Koszalka, EdD, RN, Vice President, Patient Care Services, John Hopkins Bayview Medical Center, Baltimore, MD

Dr. Maria Koszalka serves as chief nursing officer responsible for the Medical Center's clinical departments and much of Bayview's patient care staff. She is on the faculty at Johns Hopkins University School of Nursing, lecturing on nursing leadership and patient care administration, and serving as an advisor, mentor and advisor for the doctorate in nursing practice program. She is also past president of the Maryland Organization of Nurse Executives, and was a Commissioner on the Crisis in Nursing Task Force in Maryland. She has over 25 years of experience in the nurse executive role. Prior to her career at Hopkins Bayview, Dr. Koszalka was an independent management consultant in the New York area and was also director of education and training at Montefiore Medical Center in Bronx, New York.

Kathleen Rust, RN, MSN, Senior Director, Advisory Board Academies, Washington, DC

Kathleen Rust is currently a senior director of the Advisory Board Academies, a division of the Advisory Board Company in Washington, D.C. Ms. Rust is responsible for ensuring the quality of Academy presentations and for coordination, coaching and mentoring of academy faculty. She also functions as a faculty member and is responsible for developing curriculum, teaching classes and conducting workshops at leading hospitals in the United States. She has also served in various hospital leadership positions, including CNO.

