

Designing Your Path to Leadership

ONS Nominating Committee
July 2014



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2014– 2015 Nominating Committee



Barbara Powe Jo Visser, Chair Laurie Dohnalek

Susan Behrend Jan Sirilla Georgie Cusack Ann Reiner

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Designing Your Path to Leadership



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What does the NC do?

- Oversees the National Election Process for the ONS Board, SIGs, & Nominating Committee
- Facilitate the candidate application process
- Slate candidates



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What does the NC do?

- Supports leadership succession planning
- Encourages leadership development

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ONS Strategic Plan

Pillars, Goals, and Objectives

Knowledge Pillar
ONS is utilized as the primary source for education for all nurses providing care to people with cancer, regardless of setting.

Objectives:

1. Improve dissemination of oncology knowledge to strategic audiences (e.g., chapters, meeting programs, employers, regions of the world).
2. Provide access to opportunities for lifelong learning in oncology nursing.
3. Increase use of ONS educational products by generalists and other specialty nurses.
4. Increase the provision of oncology specialized knowledge for advanced practice nurses.
5. Offer products and services to facilitate nursing's adaptation to changing roles and trends in the healthcare system (e.g., electronic health record, genetics, risk reduction, early detection).

Leadership Pillar
Through ONS involvement, members become leaders and effective cancer care advocates in their workplace, community, and the Society.

Objectives:

1. Design programs and processes to support inter-gated leadership development opportunities.
2. Increase the effectiveness and influence of the Society's advocacy voice.
3. Enhance ONS's investment in educating international leaders to promote evidence-based cancer care.

Quality Pillar
ONS supports the development, dissemination, and evaluation of patient centered interventions and their contribution to high quality cancer care.



Objectives:

1. Collaborate with external quality environment stakeholders.
2. Develop a culture of quality in daily practice among nurses caring for patients with cancer or at risk for cancer.
3. Advocate for research funding to improve quality cancer care.


Technology Pillar
Nurses caring for people with cancer recognize ONS as a leader in leveraging technology and use it to collaborate and learn.

Objectives:



1. Create opportunities via technology to share ONS clinical knowledge and tools (e.g., apps, wikis, portals).
2. Analyze emerging technologies and implement those that enhance collaboration, learning, and organizational operations.
3. Enhance the oncology nurse community experience with ONS technologies (e.g., wikis, social media, portals, apps).

Designing Your Path to Leadership



Many Paths to National ONS Leadership-What is available to help with getting there?

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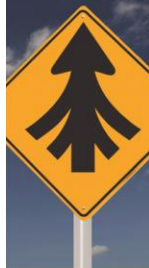
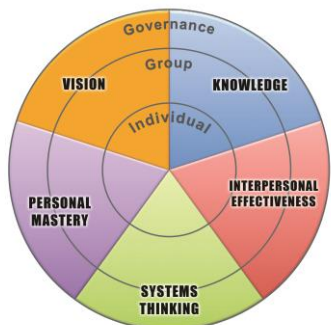


Leadership Competencies:
What to they mean to you?

- Provide definition to the role of oncology nurse leader
- Provide a means for self assessment
- Provide a foundation for future leadership education and development



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Levels of Mastery



- Individual**
 - Personal Growth
 - Growth within practice setting
- Group**
 - Broader view of personal practice
 - Responsibility for practice of unit, council, group
- Governance**
 - Participation on Board or high-level representation
 - Reaches beyond practice setting



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Domain: **VISION**-Ability to strategically look into the future, discern the possibilities, and act as a catalyst for change

	Definition	Individual	Group	Governance
Strategic Thinking	Ability to look ahead with clarity and use broad environmental information to understand trends and anticipate outcomes	Establishes a clear purpose and direction for ones practice	Defines a realistic, credible, and optimal future for the group by setting standards of excellence	Uses insight to develop a sustainable vision for the profession and healthcare that evolves within a changing environment
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Self Assessment

- Identify areas of proficiency and skill development
- How can I apply those my employment or volunteer work
- Are there specific competencies that are needed for a role you are applying for or working toward
- What relevant experience do I have?
- What position(s) am I interested in seeking?
- Do I have a Personal Development Plan?



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Leadership Skill Development

- ONS Leadership Development Online Course
- Leadership Weekend
- Chapter or SIG leadership
- Nurse In Washington Week (NIWI)
- OnStat participation



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Oncology Nursing Society



- **Volunteer activities**
 - Chapter: member, board or committee member, elected officer
 - Special Interest Group (SIG) member, SIG Coordinator, Newsletter editor
 - Other - Congress or Connections Conference Planning team member, Project Task Force member

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Regional and National Experience



- **Publication** (eg. ONF, CJON, ONS Connect, other journals etc.)
- **Education/Presentation** (eg. Congress / Connections Conference instructional podium / poster sessions and institutes, Chapter programs, ONS Edge programs, etc.)

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National Boards



- Oncology Nursing Society
- Oncology Nursing Certification Corporation (ONCC)
- ONS Foundation
- ONS:Edge, Inc.

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Oncology Nursing Society




- **National elected positions**
 - Nominating Committee member
 - Board Positions
 - President-elect
 - Secretary
 - Treasurer
 - Director-at-Large




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What are the responsibilities of the ONS Board?



- Attends and participates in Board meetings and conference calls.
- Contributes to Strategic Planning
- Exercises fiduciary responsibility
- Acts as a role model and serves as a voice of the membership and ONS.
- Promotes and facilitates relationships with outside organizations and may serve as a liaison.



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Open Positions for 2015



President Elect

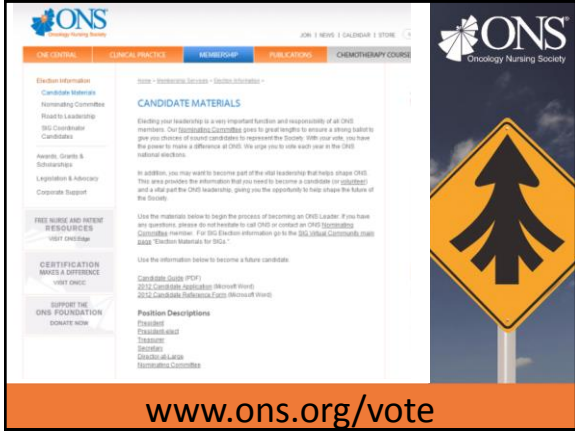
Treasurer

Director-at-Large (2 positions)

Nominating Committee (1 position)





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What does the NC do?

- Encourage Voting
- Present the ballot to the membership




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Designing Your Path to Leadership

Getting to Know the Candidates

No campaigning policy



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Josephine (Jo) Visser, RN, BSN, OCN®
Oncology Clinical Nurse Educator
Quintiles

[Listen to the podcast!](#) | [Download the podcast](#)

View the candidate's bio

EDUCATION:

University of South Florida, BSN, 1993; Roanoke Memorial School of Professional Nursing, Diploma in Nursing, 1985

ONS PARTICIPATION (national and local):

2010-2012: President, ONCC Board of Directors



2010,2011: Fundraising Committee Chairman, Local Central Florida ONS Chapter

2007-2010: Vice-president and treasurer, ONCC Board of Directors

2006-2009: Board Member, Liason from ONCC to ONS Edge Board

2006-2007: Board Member, ONCC Board of Directors

1999: Item writer, OCN item writing committee






Chapter Voting Award Incentives

\$750

Category	Definition (Number of Members)
Small	<50
Medium	51 – 99
Large	100 – 199
X-Large	200 – 499
Mega	>500

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Set a good example and
be sure to

VOTE!

Your vote counts – Really!

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***There are many paths to
ONS national leadership...***





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***Each one starts with
that first step....***



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***And...
the ONS Nominating
Committee is ready
to help!***



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Resources

- ONS Nominating Committee members
 - Jo Visser - Chair
- Contact ONS Staff
 - Diane Scheuring 412-859-6256



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