

Massachusetts Organization of Nurse Executives Strategic Visioning 2007-2010

Mission

As the *Voice of Nursing Leaders* in Massachusetts We:

- Safeguard patient care
- Advance the profession of nursing
- Shape the future practice environments to benefit patients, families and staff
- Develop and support current and aspiring nursing leaders

Core Values

1. *Integrity*
2. *Diversity*
3. *Excellence*
4. *Advocacy*
5. *Leadership*

Value Statements

- *Integrity*
 - Respects the knowledge and uniqueness of those involved by being consistent, articulate and trustworthy
- *Diversity*
 - Encourages and incorporates individuals with varying beliefs and ideals who represent multiple cultures, roles, generations and settings
- *Excellence*
 - Pursues and recognizes the highest standards of practice and behaviors
- *Advocacy*
 - Initiates and participates in public policy and partnerships with other health care leaders
- *Leadership*
 - Acts courageously based on values and convictions

Vision Elements

1. Practice: Clinical and Administrative Leadership
2. Membership
3. Public Policy and Advocacy
4. Resources
5. Partnerships

Vision Elements

Practice: Clinical and Administrative Leadership

- MONE is locally and nationally recognized for development of best practices in:
 - Work environments that promote accountability and authority of practicing nurses
 - Safe practice and quality outcomes
 - Technology to support nursing practice
 - Workforce initiatives
 - Nursing leadership and administration
 - Research utilization
- MONE leadership development program focuses on needs of all members

Membership

- MONE is the organization of choice for established and aspiring nursing leaders from diverse roles, settings, cultures and generations, making us strong in both perspective and number
- MONE members act as resources for each other through education, networking and support

Public Policy and Advocacy

- MONE is the expert for the media on nursing and healthcare issues
- MONE generates, leads and influences legislation, public policy and innovation

Resources

- MONE has the infrastructure to support all of its priorities
- MONE is financially sound with steady growth

Partnerships

- MONE engages with others in a spirit of trust, generosity and mutuality in order to achieve common goals
- MONE collaborates in order to provide credible, effective direction for nursing practice and workforce policy and strategies

MONE: THE WAY WE WORK

MONE, as both an organization and a collective of individuals, embraces the following characteristics:

- Engaged
 - Initiates open dialogues.
 - Establishes a dynamic presence.
 - Responds to the ideas, concerns and needs of all nursing colleagues with respect and compassion.
 - Listens actively.
- Inclusive
 - Incorporates diverse cultures, roles and generations.
 - Creates a legacy of excellence in future health care leaders.
- Collaborative
 - Seeks out the beliefs, opinions and perspectives of others.
 - Holds self and others accountable for commitments and outcomes.
 - Initiates partnerships to support individuals/organizations with shared goals.
 - Celebrates success.
- Pro-Active
 - Takes initiative as a convener both in the state and nationally
 - Undertakes informed risks.
 - Creates a vision for the future.
 - Negotiates strategic partnerships.
- Knowledge Driven
 - Innovative
 - Incorporates evidence into practice.
 - Seeks new knowledge and strategies.
 - Data driven decision-making

MONE 2007-2010 Transformational Strategy

Assumptions/Background:

1. MONE will take the lead in quality and safety in the state
2. MONE will vigorously communicate (internally & externally) both its accomplishments and the impact on patients and practicing nurses
3. Nurse Leaders in every role will transform the practice environment, based on expertise, evidenced based practice and nursing research.
4. The four planks (Practice, Quality, Leadership, Academia Partnership) that comprised the platforms will (in both language and in function) become integrated into the work of the Committees, which support the 2007-2010 strategic directions of MONE. The Committees are: Practice, Academic/Practice Integration, Research, Government Affairs, Program and Membership.

Two Pronged Transformational Strategies for 2007-2010

MONE will continue to engage important organizational partners to strengthen our effectiveness and meet our objectives:

1. Based on quality and safety best practice recommendations, we will transform patient safety and the practice environment, using the “Patient’s First” framework for implementing priority initiatives across the state.
2. We will accelerate the advancement of professional nursing through:
 - a. Academic/Practice Integration Strategic Outcomes
 - b. Intensive efforts in leadership development for aspiring, novice and incumbent nurse leaders across the state.