
AONL Young Professional Voices Nominee Examples

Nomination example: high scoring

Nominator: Give an example of how Nominee approached achieving a professional goal: This nurse leader has worked to grow as a professional nurse leader while also supporting the growth and knowledge of those around them. (Nominee) has completed a Masters in Nursing with a focus in leadership and is now completing a Doctor of Nursing Practice with an Executive Leadership Specialty program. During (Nominee)'s academic program work and current role as a Clinical Operations Director, Nominee has focused heavily on work culture, staff resilience, quality metrics and staffing models. (Nominee) has published four peer reviewed journal articles on these important topics and had invited podium presentations at (event names). (Nominee)'s work has led to improvements in resiliency, staffing model development and patient outcomes across multiple teams and units at our organization and is shared across the system. (Nominee) continues to develop others as Nominee is on (their) own professional journey, always lifting up those around (them). (Nominee) has personally mentored more than ten new nurse leaders in the organization in the past five years. (Nominee)'s successes and presence in the organization have aided in enhancing others' interest in a leadership track.

Nominator: Give an example of how Nominee drove results and improved outcomes: (Nominee) became a new manager of a large cardiothoracic intensive care unit seven years ago. The unit had opportunities in work culture scores, nurse sensitive outcome metrics and recruitment and retention. (Nominee) methodically partnered across the organization and unit to address each of these areas. Within two years, the work culture scores had gone from the lowest (tier 3) to the highest (tier 1) and are consistently high. (Nominee) created staffing standard work to address retention and recruitment to ensure adequate staffing for their unit. This unit and other units (Nominee) has now assumed responsibility for as a new Clinical Operations Director are consistently adequately staffed and have seen turnover rates drop by 20 percent. (Nominee) also addressed opportunities in pressure injury, CAUTI, CLABI and falls in (their) area with all areas now performing above the benchmark. (Nominee)'s approach of engaging nursing and interdisciplinary team members to address safety, quality and work culture led to a (award name) Award for the Cardiothoracic Surgery Intensive Care Unit, one of 50 nationally. This award is only given to units exhibiting top performance and improvement in quality, safety, and interdisciplinary work. (Nominee) has now expanded this work across the service line.

Nominator: Give an example of how Nominee faced and responded to a significant professional challenge: (Nominee) moved into leadership first as a manager and has been rapidly promoted to a Clinical Operations Director in Heart Services for our academic medical center due to (Nominee)'s outstanding leadership. In Nominee's first role as a manager, they assumed leadership in a 32 bed high acuity intensive care unit that was not fully staffed and had bed closures impacting our ability to provide the care our patients needed. (Nominee) rapidly turned the unit around by addressing work culture, quality, safety and developing a sophisticated model for evaluating staffing needs with a projection for turnover. This model is used today and rapidly created a fully staffed unit with zero use of travelers in the last six years. Because of Nominee's successes in this large unit, they were promoted and assumed responsibility of the cardiac cath and EP areas and the coronary care ICU. These areas had challenges

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with staffing and work culture and were rapidly turned around by (Nominee)'s attention to detail and commitment as a leader. (Nominee) has groomed new leaders and strengthened our leadership team across Nominee's areas of responsibility. (Nominee) possess excellent skills in change management and creates structures and processes to support sustainable outcomes.

Nominator: Is there anything else important for us to know about Nominee? (optional): (Nominee) is not only an amazing leader, but a kind and compassionate individual. (Nominee) goes above and beyond in (their) efforts at work, in academic pursuits and the community. (Nominee) supports promotion of nursing as a profession in (their) underserved community where they speak at the local high school. (Nominee) meets with disadvantaged teens to share a tremendous message of hope and opportunity for all. Nominee sponsors many nursing students and new graduates in (Nominee)'s role at (organization) and extends themself to high school student looking for a career in health care. (Nominee) is a tremendous role model, being asked to speak at many of the local nursing programs and never loses sight of the a bigger and better goal and tomorrow. (Nominee) is one of the most amazing young leaders I have had the opportunity to partner with. I look forward to watching (Nominee) continue to grow and lead. I am confident that (Nominee) will be a major nursing leader on the national front in the coming years.

Nomination example: low scoring

Nominations that earned low scores received the following feedback:

- Lack of details, specificity and clarity
- The example described sounds like the nominee's job. It doesn't seem to demonstrate going "above and beyond". The nominator did not connect or highlight what goal the nominee was achieving other than "has a desire to make things better" and they "needed a tool".
- Example is vague and non-specific, no clear examples are given of what tools were used or what the issue was the nominee was aiming to solve.
- While outcome data was provided, the example did not detail the nominee's *approach* to the work.
- The nominator did not describe in detail how the nominee drove these results and improved outcomes. Additional details provided would have been helpful.
- Response did not provide specificity
- Additional detail about how the nominee faced and responded to these challenges would be helpful. This example describes the nominee adjusting to their new role. It does not demonstrate going "above and beyond".
- Lacking clear example of action or behavior from nominee. Inconsistent descriptions of the challenge and steps taken to impact the challenge. Missing evidence.