

Nicole Gruebling, DNP, RN, NEA-BC

Vice President,
Member Networks

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BiOGRAPHY

As Vice President, Member Connections, Nicole Gruebling is responsible for the Vizient Chief Nurse, Quality and Medical Executives National Networks.

Nicole joined Vizient in May 2018 as a Senior Networks Director with National Networks. In this role, Nicole led the development of new networks, which hold strategic priority for Vizient including System Chief Nurse Executives and other network needs as they arise. Additionally, she develops the Nursing Leadership Series, the Care to Lead podcast and other clinical education as needed.

Nicole has been a nurse for 25 years, with an emphasis on nursing leadership. Most recently, she worked as a nurse leader at a level one trauma center and enjoyed the opportunity to lead in both the acute care and ambulatory environments. The focus of her work has been interprofessional team development, operational and clinical improvement – including but not limited to – capacity management, employee engagement, dyad team development, increased operational efficiency/finance, improved patient outcomes and nursing leader development.

In addition to her role with Vizient, Nicole serves on the Board of the Wisconsin Organization of Nurse Leaders and has served as an Adjunct Professor in the Marquette School of Nursing, teaching a Doctorate of Nursing course in ethics and health advocacy. Nationally, Nicole serves on the American Organization of Nurse Leaders Publication Committee, contributing to the development of the “Voice of Nursing Leadership” publication.

Nicole received her Bachelor of Science in Nursing from the University of Wisconsin-Madison in 1996, a Master’s of Science in Occupational Therapy from the University of Indianapolis in 1998, and a Doctorate in Nursing with an emphasis on Systems Leadership and Healthcare Quality from Marquette University in 2018. She holds certification as a Nurse Executive-Advanced from the American Nurses Credentialing Center (ANCC).

Outside of her professional role, Nicole serves in a volunteer position for the National Ski Patrol, has a passion for being active outdoors and enjoys spending time with her husband and three sons.

STATEMENTS

1. Statement describing the significant issues facing AONL and potential strategies to address them.

The issues facing AONL and our members are significant, most importantly workforce is the priority that impacts all. I firmly believe, and evidence supports, the strategies to address our workforce encompass both short- and long-term strategies, focused on three key areas; recruitment, retention and care model redesign. Each of these strategies are complex and nuanced, supported by one constant, exceptional nursing leadership. AONL is uniquely positioned to advance nursing leadership, as both workforce and leadership are strategic priorities. AONL can build on the resources we have to focus on building the point of care leader, thus impacting workforce performance, engagement and ultimately care delivery.

2. Statement describing the applicant’s perspective of diversity, equity and inclusion and strategies AONL can take to demonstrate its commitment.

In my current role I have the privilege to serve as an advocate for diversity equality and inclusion, through publication and programming. I developed the “Care to Lead” podcast and intentionally featured a diverse nursing leader as my first guest. This specific podcast received an Hermes gold medal award. This is one example of how I work to advance inclusion in nursing and nursing leadership. AONL can leverage strategies outlined in the ANA “Racial Reckoning Statement”. First and foremost, through advocacy for race representation in AONL publications, leadership staffing and governance. Additionally, AONL should consider clear partnership with organizations such as the National Black Nurses Association.