

Driven, forward-thinking nurse executive and board member offering 25 years of experience in clinical and operational roles building collaborative and high-performing health care teams. Strong diplomatic skills, a passion for patient-centered care, and a natural affinity to developing relationships while leading diverse teams to meet strategic objectives.

- Leadership Development
- Business Acumen
- Strategic Planning
- Performance Improvement
- Organizational Strategy
- Communication

Professional Experience

Vizient • Irving, TX • 2018 to Present

Vice President-Member Connections

Responsible for leading the development, growth and success of National Networks for Clinical Executives. Including but not limited to, Chief Nursing, Quality and Medical Officers.

- Led the team and contributed to program content design, development, and delivery of relevant offerings to systems, AMCs, community hospitals, and payor-providers. Resulting in overall meeting and program satisfaction scores on average 9.0 and above.
- Contributed to Vizient's COVID disaster preparedness response by leading the team responsible for "Emerging Practices", which was the most visited page by our members as of April, 2021.
- Provided clinical and leadership subject matter expertise to increase knowledge and improve patient care across a broad spectrum of topics across multiple business units within Vizient and Sg2.
- Led the development of National Networks for System Chief Nurse and Medical Executives which provided a venue for sharing, learning, improving and building future healthcare solutions. Resulting in system executive engagement from 40 of Vizient's largest members and multiple peer-reviewed publications

Froedtert Hospital • Milwaukee, WI • 2013-2018

Director of Specialty Clinics and Ambulatory Nursing

Overall responsibility for the leaders and outcomes of outpatient procedural centers at FMLH, including GI, Urology, ENT, General Surgery and Trauma.

- Direct accountability for annual operational and capital budget planning with \$109.8 million per year in gross patient revenue. Including 10 ambulatory procedural environments, 18 cost centers, and a total of 250 FTE
- Collaborated with medical leadership partners to advance quality strategies, ensure a professional work environment, facilitate timeliness of services, and enhance patient satisfaction. Resulting in improvement in both patient and staff engagement, patient access and top of license care provision.
- Drove hospital and ambulatory based quality improvement initiatives, including: (1) Ambulatory Float Pool Redesign and (2) Ambulatory Medication Reconciliation. Resulting in system-wide standard practice and increased ambulatory staffing efficiency with presentation of this work at IHI.

Director of Inpatient Nursing for Hospital Capacity, Administrative Supervisors, Dialysis, Trauma, and Orthopedics

- Direct leadership responsibility for Nurse Manager and Nursing Supervisor team, total of 16 leader FTE's who had 24-hour responsibility and evening/ night on-site leadership responsibility for Froedtert Hospital. Additionally, accountable for four inpatient units with total of 200 FTE.
- Led interdisciplinary system patient capacity project to optimize patient throughput, including but not limited to; development of capacity governance structure, daily capacity management, hospital patient flow, and surge planning. Resulting in moving to zero hours of hospital diversion from 120 hours of diversion per month.
- Developed and piloted two key hospital initiatives: (1) Code Orange, a workplace violence prevention program, and (2) Optimization of the Nurse Manager role. Both initiatives have successfully been implemented hospital-wide

Nursing Supervisor and Clinical Nurse Manager • Wisconsin • 2003 to 2013

Led 42-68 staff members including up to 40 FTE RNs at University of Wisconsin Hospital in Madison, WI and Aurora Memorial Medical Center in Sheboygan, WI. Experience in Medicine and Surgical services.

Registered Nurse • Wisconsin, Florida, Indiana • 1997 to 2003

Education

DNP Marquette University, Systems Leadership and Healthcare Quality - May 2018

MS University of Indianapolis, Occupational Therapy - December 1998

BS University of Wisconsin-Madison, Nursing - August 1996

Publications

Albert, D., Gruebling, N., Nuss, S. L., & O'Shaughnessy, K. (2021). The Power in Coming Together. *Nurse Leader*, 19(6), 581-584.

Gruebling, N., Kiger, A. (2021). Staff Strategies to Meet Care Demands Throughout COVID-19 and Beyond. *Voice of Nursing Leadership*

Gruebling, N., Beckman, B. P., & Reeves, S. A. (2021). Wisdom Shared: Health System Nurse Executives Share Success Strategies for Building High-Performing Nursing Organizations. *JONA: The Journal of Nursing Administration*, 51(6), 307-309.

Grimley, K. A., Gruebling, N., Kurani, A., & Marshall, D. (2021). Nurse Sensitive Indicators and How COVID-19 Influenced Practice Change. *Nurse Leader*.

Gruebling, N., Chapp, C., (2020) Adapting to Complexity: Leadership Approaches Embracing Agility. *Voice of Nursing Leadership*.

Rees, S., Stevens, L., Drayton, J., Engledow, N., Sanders, J. (2011). Improving Inpatient Pneumococcal and Influenza Vaccination Rates. *Journal of Nursing Care Quality* 26(4): 358-363

Presentations and Podcasts

Gruebling, N., Beckman, B. and Burch, E. panel presentation, "The Workplace of the Future Virtual Briefing", Modern Healthcare, May 2022

Gruebling, N. and Scott Blouin, A. panel presentation, "Nursing Careers Beyond the Bedside: Guidance from the Experts", Marquette University College of Nursing Leadership Speaker Series, April 2022

Gruebling, N. Moderator. Season 1, Episodes 1-7. Care to Lead Podcast. June – December 2021.
<https://caretolead.podbean.com/#:~:text=Care%20to%20Lead%20is%20your,that%20launches%20your%20own%20career!>

Gruebling, N. Featured Guest. "People Matter to Me". The Leadership Antidote Podcast. January 20, 2020.
<https://drkimhires.com/index.php/podcast/>

Poster presentation, "Rocking the Boat with Ambulatory Float" accepted for presentation at the Institute of Healthcare Improvement National Conference, December 2017

Awards and Acknowledgement

Hermes Gold Award for Care to Lead Podcast featuring Ena Williams, Chief Nursing Officer Yale New Haven Hospital, Moderated by Nicole Gruebling. <https://caretolead.podbean.com/e/ena-williams-chief-nursing-officer-yale-new-haven-hospital/>

Selected as The American Nurses Association (ANA) and the American Organization for Nursing Leadership (AONL) nominee for the Board of Governor of the Patient-Centered Outcomes Research Institute (PCORI) in May, 2020. Recognized by Vizient Executive Leadership Team with the “Indispensable Partner” award for contributions in developing the Vizient Large System Network offering - 2020

Selected to serve on the American Organization of Nurse Leaders (AONL) Publication Committee – 2019- Present

Awarded the Jonas Nurse Leader Scholarship by Marquette University- 2016-2018

Featured in American Organization of Nurse Executives (AONE) publication, Voice of Nursing Leadership March of 2012, “My Leadership Story -Nicole Engledow”

Board and Volunteer Service

American Organization of Nurse Leaders (AONL) Publication Committee, member 2018-Present

Wisconsin Organization of Nurse Leaders (WONL) Board, Secretary January 2022- Present

National Ski Patrol - Devil’s Head Ski Patrol, Merrimac, WI, 2011- Present

Wisconsin Organization of Nurse Leaders (WONL), Interim Board member June – December 2021

Licensure and Certification

Nurse Executive- Advanced, 2016-Present

RN License – 1997- Present