

# ***NURSE LEADERS UNPLUGGED***



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# ***TEAMS ON FIRE!***

**Navigating Change, Building Connections,  
and Inspiring Success in Healthcare**

By: Heather Hansen O'Neill



*ONE Takeaway?*





# ***ONEness***

- **O**pen-minded
- **N**ursing
- **E**xcellence





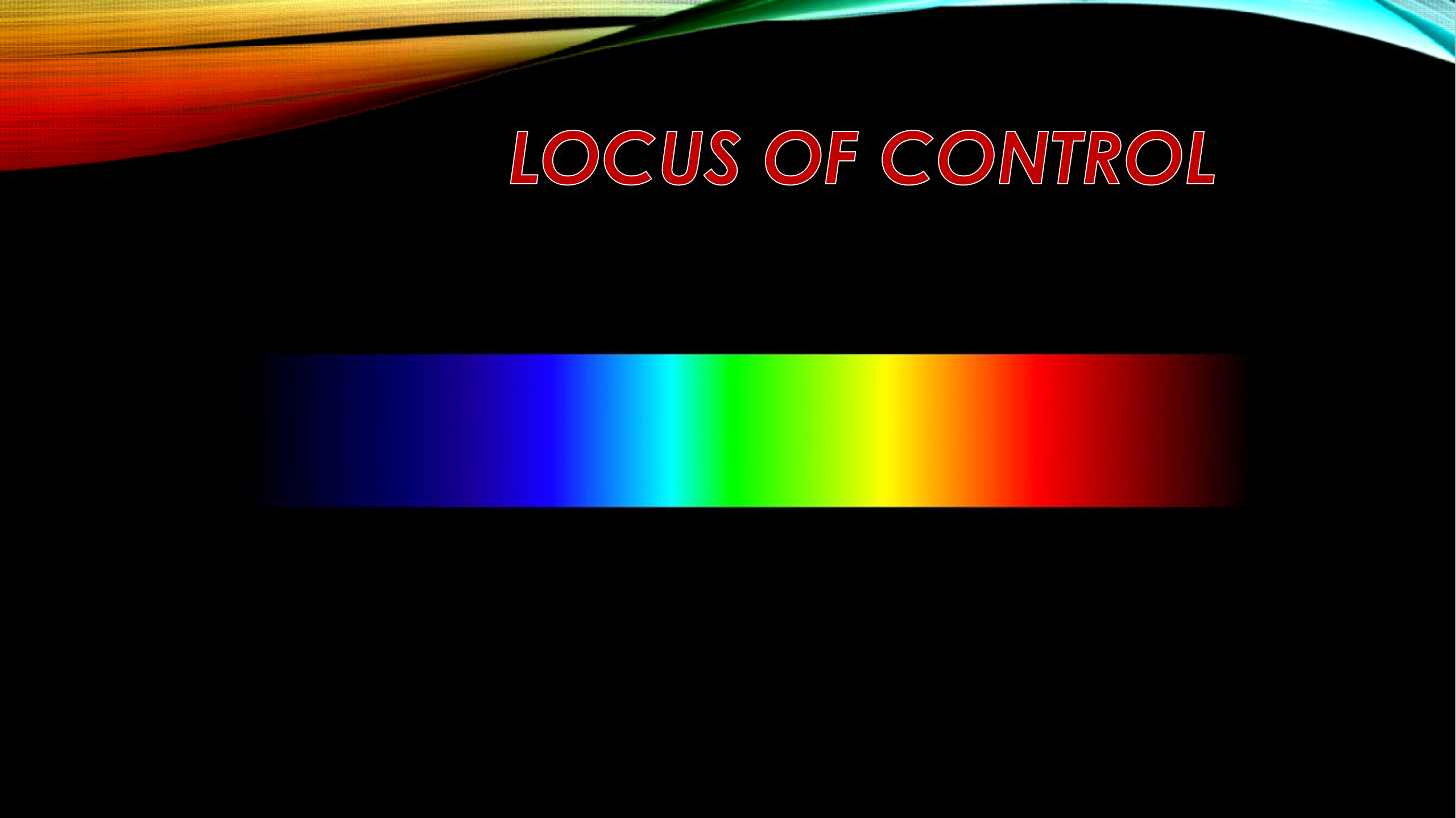


**CONTROL?**

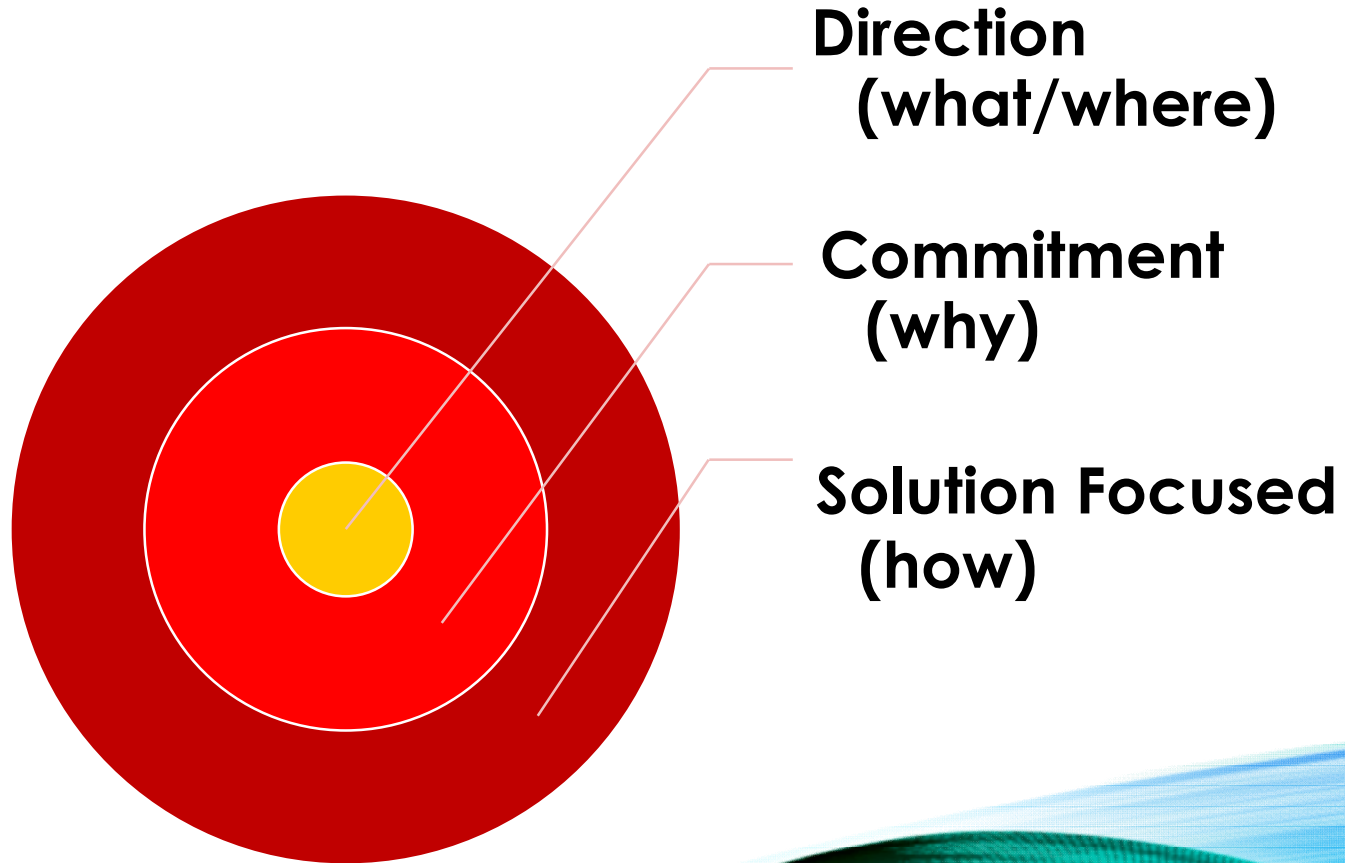




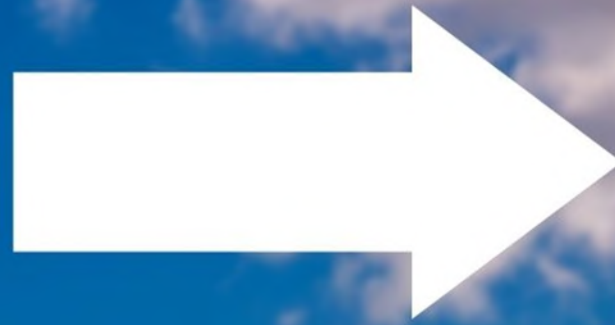
# *LOCUS OF CONTROL*

A horizontal bar with a rainbow gradient, transitioning from blue on the left to red on the right, with green, yellow, and orange in between. It is positioned below the title and above the bottom decorative elements.

# COMMUNICATION SUCCESS STRATEGY:

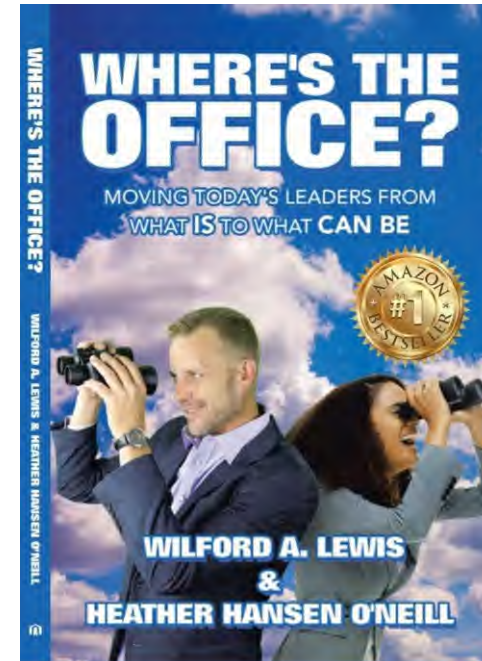


**From  
What  
IS**



**What  
CAN  
BE**

From Physical Space to MindSPACE



PERFORMANCE PROFILE  
**MIND SPACE**



Shared Vision



Personality



Access



Connection

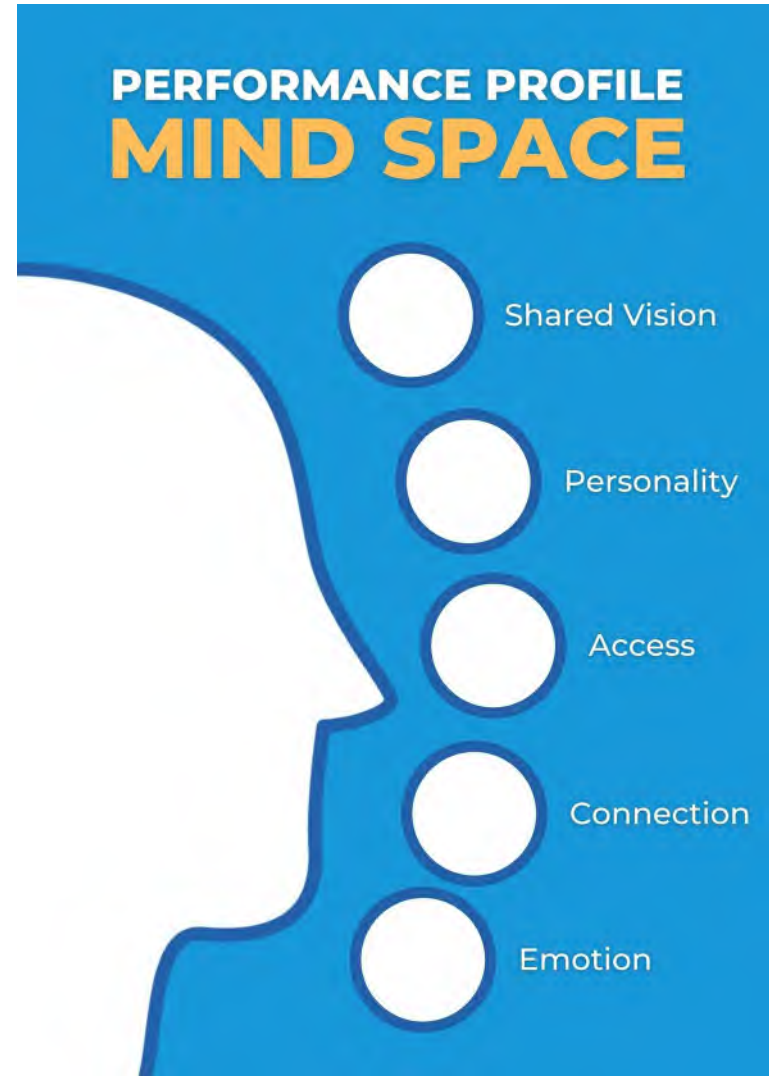


Emotion

# MindSPACE

for

## Nurse Leaders



# MindSPACE

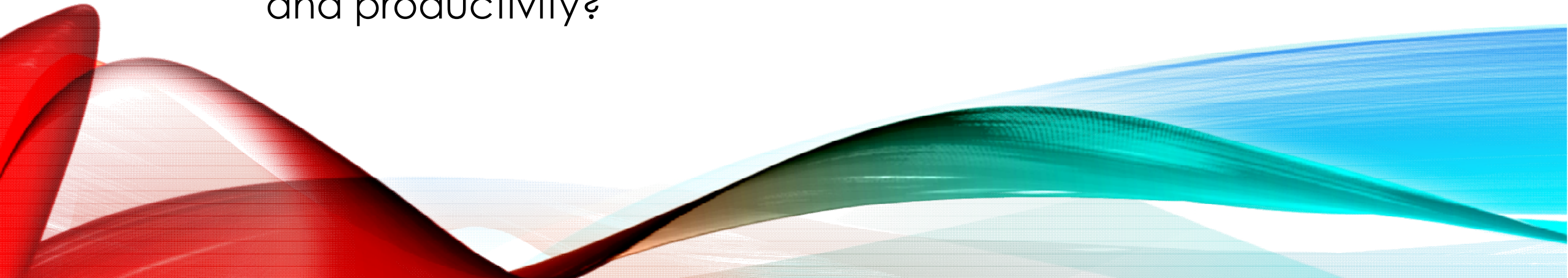
- **S**hared Vision
- **P**ersonality
- **A**ccess
- **C**onnection
- **E**motion





# ***SHARED VISION***

- Do I have a big vision that contributes to our mission?
- Is there a clear vision of the specific result I want?
- Have I communicated the vision clearly, asking for feedback?
- How can we create a space for inclusion, well being, and productivity?



PERFORMANCE PROFILE  
**MIND SPACE**



Shared Vision



Personality



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Emotion

# MindSPACE

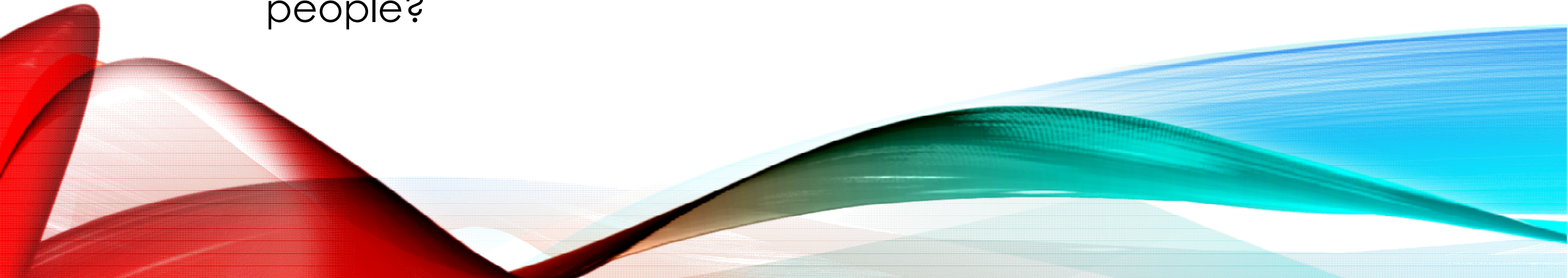
for

## Nurse Leaders



# ***PERSONALITY***

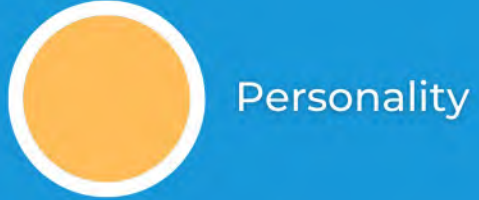
- Who is on our team (including staff, patients, families, administrators, physicians, pharmacists, etc)
- Am I cultivating and managing an award-winning team by using my strengths and the strengths of these team members best?
- Do we embrace diverse experiences, ideas, and people?



PERFORMANCE PROFILE  
**MIND SPACE**



Shared Vision



Personality



Access



Connection



Emotion

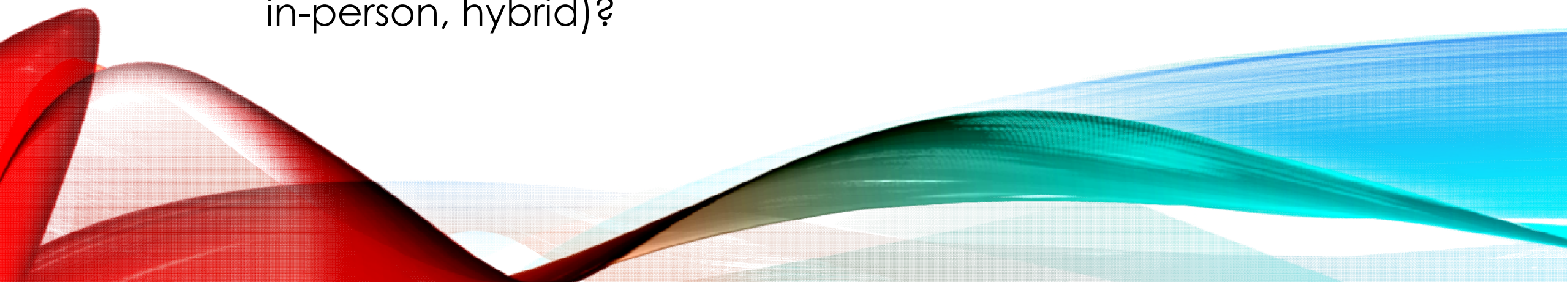
# MindSPACE

for

## Nurse Leaders



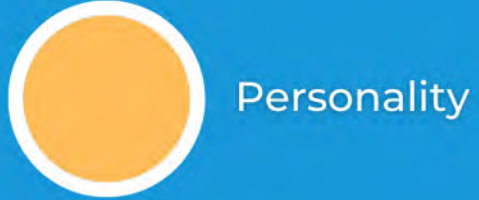
# *ACCESS*

- Does everyone have access and instruction in the tools they need to succeed?
  - Do we have an internal process that supports the standards we wish to uphold?
  - Have we created a process that enables us to optimize our people from any environment (remote, in-person, hybrid)?
- 

PERFORMANCE PROFILE  
**MIND SPACE**



Shared Vision



Personality



Access



Connection



Emotion

# MindSPACE

for

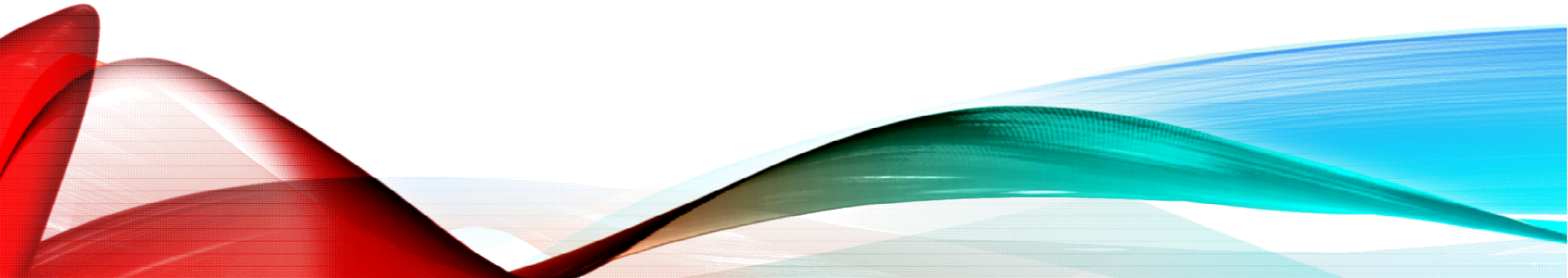
## Nurse Leaders





# ***CONNECTION***

- Have we cultivated an atmosphere of trust and appreciation?
- Does everyone have open lines of communication to the people they need to be efficient, and service focused?
- Are we encouraging the sharing of best practices?



PERFORMANCE PROFILE  
**MIND SPACE**



Shared Vision



Personality



Access



Connection



Emotion

# MindSPACE

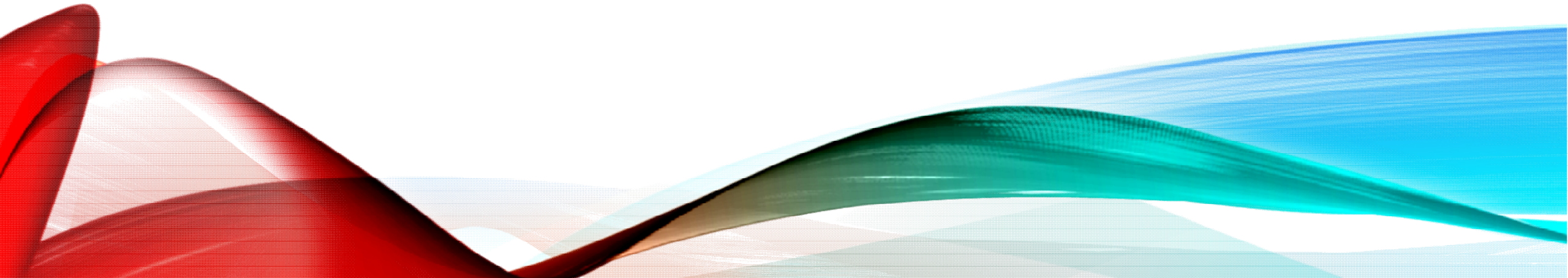
for

## Nurse Leaders



# ***EMOTION***

- Are we aware of the energy and emotional quality we have generated with our team?
- Am I aware of patterns and beliefs that may include unconscious bias?
- Do we have opportunities for people to express themselves and offer feedback?



PERFORMANCE PROFILE  
**MIND SPACE**



Shared Vision



Personality



Access



Connection



Emotion

# MindSPACE

for

## Nurse Leaders



***You are responsible for  
the energy you bring  
into the room...***

My Stroke of Insight-  
Jill Bolte Taylor

# ***TOXIC EMPLOYEE?***





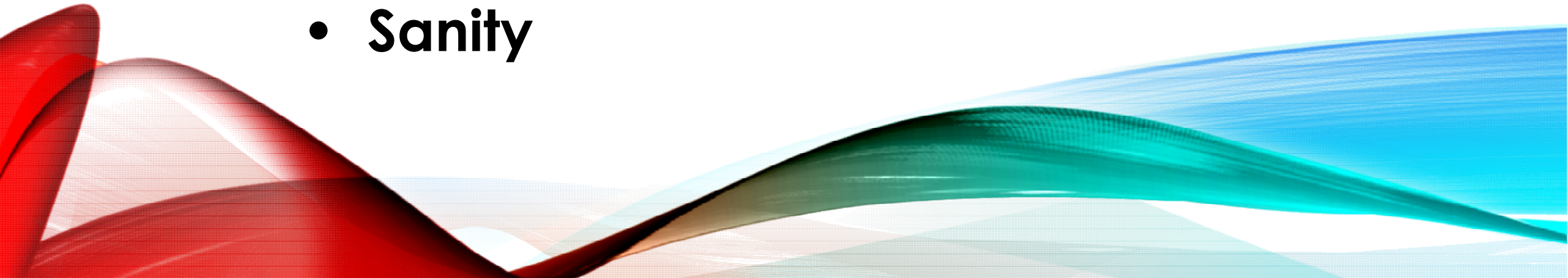


**TEXT**  
**203-312-**  
**4990**



# ***NOT ENOUGH:***

- **Time**
- **Staff**
- **Budget**
- **Patience**
- **Clear Expectations**
- **Safety**
- **Sanity**





**GRATITUDE**



# GRATITUDE



**GRATITUDE**





## Give feedback to Heather

1. Scan this QR code



or go to [talk.ac/heatherhansenoneill](https://talk.ac/heatherhansenoneill)

2. Enter this code on the screen





***CHOOSE YOUR ONE***  
**ONE Action to Take**





***YOU GET TO CHOOSE!***