Putting the Fire Back in your Organization and Shaping the Future of the Alabama State Nurses Association

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Disclaimer

I have nothing to disclose or any perceived conflict of interest.
History of ASNA

1913 – Founded

1914, Incorporated and ASNA has been representing the nurses of Alabama for 100 years!
HISTORY OF ASNA

Alabama’s nurses have been among the first to respond to the needs of our nation through increasing awareness of public health issues, promoting professional standards of nursing, and “supporting the war effort”.

HISTORY OF ASNA
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1915 - Guided first law for nurse licensure in Alabama

1923 - ASNA members called for the creation of a professional “Board of Nurse Examiners”– what would ultimately become the Alabama Board of Nursing– to ensure licensing and education requirements for all nurses in Alabama. Also pressured the U.S. Senate to reclassify nursing as a "profession" rather than a "service"

1935 - Adoption of 8-hour workday with a salary

1937 - Established Standards of Employment, which continues to be a key part of our work today
HISTORY OF ASNA

Mission –

ASNA is committed to promoting excellence in nursing.
History of ASNA

Vision statement:

ASNA is the professional voice of all registered nurses in Alabama.
HISTORY OF ASNA

Our Values

• Modeling professional nursing practices after other nurses

• Adhering to the Code of Ethics for Nurses

• Becoming more recognizably influential as an association

• Unifying nurses
HISTORY OF ASNA

Values Continued...

• Promoting cultural diversity
• Promoting health parity
• Advancing professional competence
• Promoting ethical care and the human dignity of a person
• Maintaining integrity in all nursing careers
Resolutions

1. “Work place bullying”

2. “Adequate Staffing”

3. “Safe Patient Handling”

4. "Other health/social issues of concern include opioid abuse and the proliferation of human sex trafficking."
THEME OF BECOMING FULLY INVOLVED

• Challenge for ASNA members to step up to the plate and become re-ignited

• Theme that tough times requires everyone to contribute to do their part to get us through these hard times and grow the organization.
THEME OF BECOMING FULLY INVOLVED

• Becoming fully involved also emphasizes that no one individual nor one organization has enough resources or influence to achieve its mission by itself.
Definition of “Fully involved”

• Phrase used to describe a structure that all of its content, even the structure itself is fully involved in fire.
BECOMING FULLY INVOLVED

What does it takes for all of us to become fully involved?

There are some requirements...

• Have to be a compelling vision
• Must be written
BECOMING FULLY INVOLVED

Requirements...

• Must have a mission

• Must have a culture

• Must have core values
Becoming Fully Involved

Requirements cont’d...

• Must have virtue
Becoming Fully Involved

Requirements Cont’d…

• Different types of wood...
  • Men and women who make up our organizations
BECOMING FULLY INVOLVED

Kindling Wood ....

Enthusiastic members

Excited about future Possibilities.
BECOMING FULLY INVOLVED

Cured Wood

Members whose purpose, character and values do not change under challenging circumstances or difficult times.
BECOMING FULLY INVOLVED

Petrified Wood ....

Members who have lost their vision...

Lost their purpose, values, character, virtue
BECOMING FULLY INVOLVED

Dead Wood ....

Members who never embraced
The values of the organization

Manage to survive....

•Serve to subtract from
 organizational virtue
BECOMING FULLY INVOLVED

Drift Wood ....

Do well on dry land

Commitment changes ...
Putting the fire back

The Kindling:
....individuals...organizations
The sum total of a series of small victories...

Allows us to maintain momentum and establish credibility and character for bouncing back...

We must continue to work on credibility, character...internally and externally...
PUTTING THE FIRE BACK

Strategy....

• Walk the walk...

• Talk the talk...
PUTTING THE FIRE BACK

Also begins with...

• Being aligned with NBNA
• Being aligned with NCNA
• Being aligned with ANA
PUTTING THE FIRE BACK

• Develop a strategic plan which allows a vision that SNCBNA will be the leading chapter of NBNA in America.

• Mission statement that SNCBNA will provide leadership to foster a solid foundation for nurses of color, nursing students and future leaders of the nursing profession.
PUTTING THE FIRE BACK

Breakthrough to Nursing Project
• Several recommendations to increase the number of underrepresented populations into the nursing profession.
  • Do we have the resources?
  • Where are the gaps
  • Prioritize
DATA...DATA...DATA!!

Greatest detriments
Lack of emphasis
Behind from where we need to be
Succession Planning

• Absolute necessity
• Ensures continuity of goals
• Ensures continuity of the organization
• Ensures strong leadership
Putting the fire back

Challenge

Mentor nursing students preparing to become registered nurses

Convey the standards, ethics and skills that students will need as responsible and accountable leaders and members of the profession.
On Fire for Nursing