

## 2015 Richmond AORN Delegate Reports

Jessica Guido

Lisa Baltimore

Janet Shortt

Faye Hughes

Janet Wingfield

Jean Watling

Donna Winderweedle

Tamie Zobel

Jan Heizer

# TAKING COMMAND OF YOUR OWN SHIP

## Demonstrate leadership through frontline engagement

Mike Abrashoff, former Commander of USS Benfold, delivered the opening General Education session with a riveting discussion on leadership based on his experiences in the US Navy with takeaways tied to his best-selling book, *It's Your Ship: Management Techniques from the Best Damn Ship in the Navy*. Abrashoff's mantra, "We're all captains of our own ship" was repeated throughout the session, along with an emphasis on the importance of teamwork and leadership through frontline engagement.

When Abrashoff took command of the USS Benfold, his ship was one of the lowest performers in the Pacific Fleet. Abrashoff admits at first he was obsessed over things he couldn't influence—such as his team, missions, or money—but soon realized he needed to shift his focus to what he could influence. Thus, he turned his attention to himself and his crew, and using a blend of personal responsibility and frontline engagement, Abrashoff transformed his crew into a high performance team and his ship into a top-performing ship. During his time on the USS Benfold, Abrashoff encouraged sailors to challenge every process and procedure and to stop doing things a certain way just because it's always been done that way in the past. Abrashoff worked to create a climate on the ship where every sailor felt heard—and no matter their age, experience, or rank, he asked each sailor to "challenge how we do business" and share their ideas on how to do something cheaper, faster, or smarter.

He also took it upon himself to be a change agent in front of them and departed from the top-down leadership approach. Abrashoff shared many colorful stories of how he demonstrated this leadership style. For example, during cookouts on Sunday afternoons, he broke from the typical protocol of officers eating first by going to the end of the food line to demonstrate appreciation and equality and to show that "I work for them." Abrashoff asked his sailors what they would like to change and after a sailor shared his desire for more "fun" on the ship, Abrashoff approved Thursday "jazz nights" for the crew, during which they were allowed to smoke cigars, listen to jazz, and watch the sunset on the deck. He encouraged leaders to recognize when someone does something great and to build up rather than tear down.

In addition, he recommended getting to know workers and their background, interests, and motivations. Abrashoff shared that he has dedicated himself to spending time every day walking the decks to talk with sailors and to give them on-the-spot recognition for good work. He stressed the importance of engagement in helping to instill a sense of ownership and pride.

Abrashoff encouraged the audience to consider their legacy and whether they want to leave the profession in stronger shape than when they entered it. When those in management positions are disappointed with an outcome, rather than blaming the team member, Abrashoff challenged these leaders to consider how they could have done things differently and to examine whether they clearly articulated goals and provided the necessary time, resources, and training. He stated, "At the end of the day, it all comes down to how well we work together. Everyone in this room are leaders—we are all captains of our own ship."

Submitted from AORN Surgical Conference & Expo News  
March 9, 2015 Edition

Janet Wingfield, RN, CNOR  
Delegate to Congress 2015, Denver CO

## Jerry G Peers Award and Lecture

Antonia B. Hughes, MA, BSN, RN, CNOR, is the 2015 winner of the Jerry G. Peers Distinguished Service Award, which recognizes significant contributions to the growth, progress, and welfare of Perioperative nursing and AORN.

Speaker: Peter Sheehan

- Peter is a successful entrepreneur and CEO known internationally for inspiring innovative business thinking and creating lasting behavior change. The author of 6 books, including the international bestsellers *Fl!p* and *Generation Y*, His newest book *Making It Happen* unpacks his insights on how the best leaders and entrepreneurs execute on their good ideas, and turn them into profitable results.

Subject: FL!P: Creative Strategies for Turning Challenge into Opportunity, and Change into Competitive Advantage



This lecture was about looking for the opportunity that change brings. His main points were to:

- Embrace change and break free from thinking that made you successful in the past, because it could undermine your success in the future
- Re-think competitive advantage; use leverage to manufacture tangible points of difference in the market. Improve your margins by driving innovation, and finding new and better ways to do what you do.
- Turn chaos into opportunity by leading the market in response to new regulation, customer expectations and technology Be inspired to take the intelligent risks required to innovate and drive change

### *“ Perioperative Challenge”*

*This was the AORN Foundation General Session hosted by Paula Graling, DNP,RN,CNOR,CNS,FAAN, past president of AORN Foundation.*

*This was a spirited competition “ Game Show”. Do you have what it takes to win the perioperative challenge was the question posed to the attendees? The “ Perioperative Challenge” was a contest of 31 questions, 4 teams, 3 rounds, and one champion. The theme was to test the attendees’ knowledge of the latest AORN Guidelines and to have fun in the pursuit of excellence.*

*The teams were divided by a predetermined seating zone, and the attendees were given a voting device. After each question, the attendees were given 10 seconds to answer. “It’s not about answering the question correctly but how fast you answer correctly”*

*The final round consisted of 2 members from each team from which the 2 team members placed a wager on their final answer based on their respective team’s total score. The event was a lot of fun and hopefully it will be repeated in 2016.*

*The winners received a one-of-a-kind “Pure Awesome” sticker.*

Submitted by: Faye Hughes, RNCNOR

### **Surgical Conference and Expo 2015 - March 9, 2015**

Opening ceremony for the 62<sup>nd</sup> annual Surgical Conference and Expo was held March 9, 2015. President Victoria Steelman, PHD, RN, CNOR, FAAN led the procession of leaders and members across the stage. The introduction of distinguished guests opened this conference of engaging nurses in the pursuit of excellence. The University of Colorado Color Guard

presented the colors at opening ceremony and a group of young dancers performed Celtic dance to the entertainment of the crowd.

The Award for Excellence Winner David Wyatt, MA, BSN, RN, and CNOR received the award for his work and accomplishments that have had a global effect on perioperative nursing. He spoke about key lessons he had learned along the way of his career. He addressed seeing the potential in others, mentoring, and always seek opportunities to be involved in your profession. “Never forget the Why” we have an obligation to our profession and science and a nurses impact is significant according to David.

He spoke of the importance of team work and how it will become the next frontier. It is only through team work and evidence based care that teams can overcome the gaps in the skills of individuals. Different factors can impact team dynamics such as education training, behavioral management and expectations. Leadership support such as promoting nurse empowerment, formalizing tools and affiliations can lead to a clear understanding of goals for teams. The nurse’s role on teams is to coordinate and facilitate wherever the system interfaces with the patient. The nurse is the patient’s advocate and teamwork and patient safety are a priority for the perioperative nurse.

The President’s Award Recipient was Charlotte Guglielmi MA, BSN, RN, and CNOR. Charlotte was a Past President of AORN and is perioperative nurse specialist at Beth Israel Deaconess Medical Center in Boston, Massachusetts. Charlotte has been inspiring, supportive and has mentored Victoria throughout her professional career. Charlotte has always been known for making the patient the in all her decisions.

The Chapter excellence award winner for 2015 were the next awards to be given. Our chapter 4702 waited with anticipation to see if we would be mentioned as an award winner this year following the submission of our chapter’s activities.

Small Chapter Winners

Gold- AORN of Coastal Carolina

Silver- AORN of East Central Illinois

Bronze- AORN of Sierra Tahoe

Medium Chapter Winners

Gold- AORN of Omaha Area

Silver- AORN of Central San Joaquin Valley

Bronze- AORN of North Central West Virginia

Intermediate Chapter Winners

Gold-AORN of Greater Kansas City **Won Chapter of the Year 2015**

Silver- AORN of Greater Indianapolis

Bronze- AORN of Richmond Area – Yes we did it!

Large Chapter Winners

Gold- AORN of Greater Houston

Silver- AORN of New York City

Bronze- AORN of Baltimore

## Striving for Excellence in the Perioperative Arena

Vivian Watson

As Vivian retires from her Ombudsman role, she came to give us words of wisdom as she was finishing her journey. She asked leaders to follow those you recognize as experts, and be a role model for others. Be there and available for the people. Every day critical care is delivered and

every patients life can well depend on our knowledge. We must maintain our hands on skills as well as being well informed on best practices. Every day we must be an active part, belong to and support our professional organization. Be committed to lifelong learning, and implement and support new and innovative practice. She encouraged networking with others. Maintaining positive relationships with the entire team – including surgeons, directors and managers of all specialty areas, and the facility CEO, CFO, and CNOs. We should be committed to stay strong and focused on what needs to be done. Use your brain to accomplish your dreams. Our beliefs should become our coat of arms. Hers are freedom, faith and love. Learn to accept others as they are and not what we think they should be. She told the story of the keeper of the spring. If we pay attention to the detail and plan for the plentiful. We need to be advocates for our patients. Team work is essential, be good to your team even if they get on your nerves. Ask the right questions. We must restore consumer trust and confidence in us as their health care providers. She quoted Ellen Murphy's line, "We can do that". We have the gift of human touch, so cherish it. No one does touch as well as a nurse. She shared how much of a joy it has been to be involved with AORN and having the opportunity to serve us and AORN. She is proud to be part of such a remarkable group.

## **Delegate Report 2015 AORN Conference and Expo**

### **First Forum:**

#### **Agenda:**

1. Discuss a clinical practice issue
2. Proposed due increase in membership
3. Ebola
4. Core award
5. Clinical issue

#### **Proposed \$30 increase pre year in AORN membership dues; first time in 5 years for an increase. Reasons:**

1. Shortfall of members. Would be \$400,000 / \$10 per member. Dues are 60% of source of revenue for AORN.
2. Decease number of paid members
3. 23% total revenue of membership for AORN; for other organizations 30% - 40% of membership dues

Standard membership is \$125 would increase to \$155

Members can renew by June 30 with old cost

Questions/Discussion:

Breakdown of budget requested

Maintain AORN in the healthcare arena

42 cents a day breakdown of \$155 / year membership

Virginia delegate made motion to increase dues by \$35 per year. Second motion made

**Ebola and other infectious diseases:**

March 2014 Ebola broke out in Africa. Dallas Texas patient with Ebola from Liberia: patient died and 2 nurses developed Ebola

CDC revised precautions on personal protective policy. Four cases reported in US with 1 death, none required surgery.

Lessons learned:

Flexibility

Perioperative nurses are PPE experts and Valuable members of healthcare team

AORN quick to respond

Preparation essential: stay ready for next disease

**Progress Reports:**

Save surgery task force

Surgical care checklist

Briefing: before patient goes to sleep make patient mark site

Time out: Debriefing, specimens, tissue on way to lab, sponge counts correct

Spectrum health video viewing on Time Outs

**AORN CORE Award:**

Road map to Path To Excellence

Gold/Silver/Bronze

3 year designation with possible re-designation

Website for CORN Award available

**Clinical practice issue**

Strategies that have been solutions to prevent distractions in the OR

Effective engagement of younger nurses

Submitted by:

Janet Shortt

## Closing Session

The closing session wrapped up the week long events. It started with a video showing a sampling of the activities throughout the week. The majority of the room stood to be recognized when asked who in the room had their CNOR or CRNFA. Every year support is given to one local charity in the area. This year \$5,000 was given to Gateway Battered Women's Services in Denver. It was announced that the AORN Foundation has raised almost \$200,000 in donations this week. The Staff Award went to the Legal and Government Affairs Department. Recognition was given to all headquarters staff, host volunteers, session assistants, and moderators. Thanks were given to the host M.C., and to all the companies that have given their support and expertise. We said goodbye to the exiting board members and officers. New President, Renee Batee' presented her theme – Thriving through Transformation. The focus of the coming year will be on Guidelines, Implementation packages, PNDS and Syntegrity user groups, membership, product packaging tool kits, and a video challenge to tell your story. There will be tools for nursing students. She believes we must take intelligent risks, sustain, increase revenues, be nimble and timely, we must have resources and they must be relevant.

## **Delegate Report from Jessica Guido**

**Monday 3/9/15**

### **AORN Congress First House of Delegates**

There were a total of 812 delegates present and 28 of those delegates were from Virginia.

The NLDC (Nominating & Leadership Development Committee) gave a report about the national AORN ballot. There were 136 nominated, 119 eligible, 37 applications and 17 candidates on the national AORN ballot.

Martha Stratton gave the Treasurer's Report.

- In 2014, AORN's revenues were 21.95 million. Revenues are growing, but expenses are too and membership is decreasing

- The AORN Foundation revenues were 1.93 million
- AORN Works was shutdown
- AORN has two main challenges this year:
  - Affordable Care Act's Impact
  - Technology increases & changes
- 8.5% decrease in membership since 2012
- In the past 20 years the dues have been increased 3 times
- Other organizations have much higher membership expenses than AORN
- Technology expenses are expected to increase by 1 million dollars every one or two years

Dues are set to be increased by \$30 July 1, 2015 (this was later amended to \$35)

- Bonnie Vencill was the person that made the motion for this amendment and it was passed with a vote of 479 in favor, 344 opposed

Article 3, Section 5 of the AORN Bylaws that the House of Delegates ratify a \$35 dues increase effective July 1, 2015 (630 in favor of the vote, 192 opposed)

CCI is matching donations up to \$10,000. At the time of this meeting, the AORN Foundation has \$48,500 in donations.

The meeting was adjourned at 8:49