AWHONN/Synova Educational Day

**Recruit, Train, and Retain: Addressing the Nursing Shortage**

September 9, 2021

Please join AWHONN and Synova for a one-day virtual interactive educational session focusing on the nursing shortage through recruitment, training, and retainment strategies. Dynamic speakers will provide education on integrating professional nursing standards into orientation and retention procedures, applying unique approaches to diversify the nursing workforce, and implementing successful techniques to help your organization stand out in recruitment, orientation, and retention of nurses. Breakout focus groups will provide opportunities to discuss and share the successes and barriers surrounding these key topics and stimulate conversation to address the nursing shortage.

At the completion of this day, learners will:

1. Integrate professional nursing standards into orientation and retention protocols.
2. Discuss tactics to diversify the nursing workforce.
3. Compare successful strategies for recruitment, orientation, and retention of nurses.

**AGENDA**

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| **Morning Session** |
| 9:30 – 9:45am ET | Log into session, bring your own breakfast, morning music |
| 9:45 – 10:00am ET | Welcome |
| 10:00 – 11:00am ET | *Keynote Speaker:* Cheryl Larry-Osman, DNP, MS, RN, CNM, CNS-C, Perinatal Clinical Nurse Specialist*Title:* Integrating Standards of Practice and Professional Performance into Orientation and Retention |
| 11:00 – 11:45am ET | *Speaker*: Kim Brown Sims, MBA, RN, PHN, FACHE, NEA-BC, LBBH, CEO & Founder, KBS Leadership Consulting, Inc.*Title:* The Key to Recruitment: Creating an Environment for Nurses to Flourish |
| 11:45am – 12:00pm ET | 15-minute break  |
| 12:00 – 12:30pm ET | *Speaker:* Tonnyann Swinton, DNP, RNC-OB, NPD-BC, Division Director, Clinical Education, St. David’s Healthcare *Title:* Onboarding Strategies: Time-Based versus Competency-Based |
| 12:30-1:00pm ET | Breakout Groups* Floating/cross training
* Recruitment strategies
* Orientation strategies
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| 1:00 – 1:15pm ET  | Review of Breakouts Groups |
| 1:15 – 1:45pm ET | Lunch  |

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| **Afternoon Session** |
| 1:45 – 1:50pm ET | Introduction to the afternoon |
| 1:50 – 2:50 pm ET | *Speaker*: Dionne Wright Poulton, PH.D., Vice President & Chief Diversity Officer, Care New England Health System*Title:* Strategies to Diversify the Workforce |
| 2:35 – 3:15pm ET | *Speaker:* Kristin Baird, RN, BSN, MHA, President/CEO, Baird Group*Title:* Be the Leader Nobody Wants to Leave – Keys to retention |
| 3:35 – 3:45pm ET | 10-minute break  |
| 3:45 – 4:15pm ET | Breakout Groups* Mentorship
* Staff engagement
* Clinical Ladders/Magnet
 |
| 4:15 – 4:30pm ET | Review of Breakout Groups |
| 4:30 – 4:45pm ET | Wrap-up and Closing  |