



## **ANI Emerging Leaders Roundtable Discussion and Recommendations**

### **Roundtable Sessions 1 & 2, January 9 and 31, 2019**

#### **Participants**

Eight out of eleven of the previous ANI Emerging Leaders attended a facilitated Roundtable session.

#### **Goal**

Engage the Alliance for Nursing Informatics (ANI) Emerging Leaders in a roundtable discussion to develop guidelines for mentorship and analyze the impact of the program in developing future leaders.

#### **Background**

ANI and the Nursing Informatics Emerging Leaders Program are jointly sponsored by the American Medical Informatics Association (AMIA) and HIMSS. The purpose of the program is to develop professionals capable of assuming national leadership positions in informatics-related organizations. The program provides emerging leaders with invaluable mentorship and opportunities to participate in educational industry meetings and events. Each is assigned accomplished mentors to provide dialogue and coaching throughout the process.

To succeed in the program, emerging leaders are required to 1) complete a nursing informatics leadership project, 2) attend meetings of the ANI governing directors, 3) participate in the HIMSS Global Conference & Exhibition, including the Nursing Informatics Symposium, and 4) participate in the AMIA Annual Symposium.

#### **Purpose of Roundtable**

Joyce Sensmeier, ANI Ex-Officio chair, received approval from the ANI Governing Directors to host a roundtable series including current and past ANI Emerging Leaders. The Roundtable discussion will inform guidelines for mentorship, and help the ANI Steering Committee to assess the impact of the ANI Emerging Leaders Program on developing future leaders.

#### **Perceived Program Value**

- Overall positive experience
- Jump-started career

- Welcome and open community
- Opportunity to meet great leaders and make good connections
- Expanded thinking beyond current career focus.

### **Perceived Program Impact**

- Became published
- Built network/relationships outside of organization
- Confirmed their own leadership qualifications
- Overcame self-doubt, increased confidence
- Able to network with industry leaders
- Became a more visionary thinker

### **Implications for ANI Emerging Leaders Program**

- Want to stay connected after their term ends
  - Mentor/mentee pair
  - Emerging Leaders with each other
  - Suggest creating an Alumni group with identified volunteer liaison to ANI Governing Directors
  - To participate in the Alumni group, need to have completed Emerging Leaders Program requirements
  - Suggest leveraging the AMIA Connect Community to create a virtual community for Alumni group
- Assessment needed/check-in to see if support or intervention is needed during the active cohort term.
  - Staff liaison could serve in this role for operational, proactive purposes
- Requesting resources/tools to equip them for success
  - Checklists/templates for reports/projects
  - Sample agendas for meetings between mentors/mentees
  - Guidelines for mentors/mentees e.g. speak up if you need help; set expectations early
  - Gather publications from Emerging Leader projects
- Offer training webinar to guide project selection
  - Give examples/guidance
- Post testimonies of successes from Alumni
  - Articles on leadership capabilities gained
  - Provides the ability to share knowledge
- Promote value of program
  - Participants greatly value the program and would like to see it actively marketed
- Suggest announcing open application period to past mentees/mentors as they may want to encourage someone to apply

### **Final Recommendations:**

- Create an Alumni group with identified volunteer liaison to ANI Governing Directors
  - Participants must have completed Emerging Leaders Program requirements
  - Alumni group can serve as a resource to new cohorts.
- Create a virtual community for the Alumni group on AMIA Connect Community
- Schedule staff liaison check-in with participants during active cohort term to assess need for additional support or intervention
- Collect and post resources/tools
  - Checklists/templates for reports/projects
  - Sample meeting agendas
  - Guidelines for mentors/mentees
  - Publications of previous Emerging Leaders projects
- Post Alumni testimonials/articles on program impact
- Actively promote/market value of program
- Announce open application to Alumni group

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Discussed with ANI Executive Leadership team 3/18/19

Discussed with ANI Steering Committee 4/2/19

Final recommendations shared with ANI staff liaisons 4/5/19

Final recommendations shared with ANI Governing Directors 6/18/19