



December 2017

Celebrating 2017, Planning for 2018 A Note From Marky Medeiros, MSN, RNC-OB

As we bring this year to a close, we begin to think of what we will accomplish in the new year. Most of us have thought about, reviewed, or set our strategic priorities and developed new goals for the new year. For those on a Magnet® journey, we begin reviewing and analyzing a new Magnet Application Manual®. Before the year's end, let's reflect on the work that has been accomplished in 2017. Let's take some time to celebrate those accomplishments, recognize moments of excellence, lift up the individual people/units/departments who have done incredible things, and bask in the glory of work well done!



[Continue reading Marky's note.](#)

Think SMART When Setting Goals

Begin with SMART strategies when goal setting for the new year in councils, on units, strategically for the organization, and with individual performance goals. Think SMART and take the first step to enhancing outcomes.

- Use the SMART format: **Specific, Measurable, Attainable, Relevant, and Timely**
- Start small and exceed expectations! (Setting 2-3 goals at a time will increase your chances of success)
- Write them down and let others know your goals
 - For UPCs and shared governance councils submit to Coordinating Council or shared space
 - For personal professional goals document on performance appraisals or portfolios
 - Develop action plan to accomplish the goal

[More SMART things to think about.](#)

It's Here! 2019 Magnet® Application Manual

I felt like I was on baby watch. I, along with hundreds of others, anxiously awaited the arrival of the newest edition of the American Nurses Credentialing Center (ANCC) Magnet® Application Manual family. It was finally here! The ANCC unveiled its long anticipated 2019 Magnet® Application Manual at this year's Magnet® conference in Houston. As I arrived at the conference, the first stop I made was at the ANCC bookstore to secure my new "baby".



It is clear to me the ANCC took time and walked through each and every section of the Magnet journey. The new manual provides additional clarity on what is required to be included in the document. I know this will be greatly appreciated by journey organizations. While I am not attempting to address all the changes, I have provided a high-level overview of what stands out to me as being different.

[Learn what's new, and what's changed.](#)

FREE WEBINAR: Out with the Old, In with the New: Overview of the New Magnet® Application Manual

Friday, December 15, 12-1pm CDT

Join Gen Guanci for a tour of the new ANCC Magnet Recognition Program® manual. Time will be spent focusing on what's new, what's changed, and sources of evidence that specifically focus on ambulatory settings.

[Register here.](#)

FREE WEBINAR: Unspoken Truths about Leading in Health Care

Tuesday, December 12, 12-1pm CDT

Join us for this insightful and practical webinar. Learn what two specific practices most meaningfully engage staff while effectively, achieving better results for patients, families, and colleagues.

[Register here.](#)

Client Successes!

We are excited to celebrate the success of two of our clients both recently receiving that welcomed call from the ANCC.

Congratulations to our repeat client, **Children's Hospital of Los Angeles** for their successful redesignation; and to **Long Beach Memorial and Miller Children's and Women's Hospital Long Beach** who also received notice of their redesignation. **Both organizations were among the few who go directly to site visit!** We salute your dedication to excellence, and are honored to have partnered with you on your journeys.



Excellence Exchange Corner

Q: How do we engage staff to take the lead in leading councils? We end up having the same Unit Council Chairs every year.

A: One way to get staff engaged in taking the lead in councils is to make it important, relevant, and meaningful for them. Clinical staff leading councils is a hallmark best practice in shared governance because they are staff driven and staff led. There are distinct roles for unit leaders on the council, which does not include leading the council. In fact, in many cases, unit managers may not even attend the council meetings.



[Five tips to get clinical staff involved in leading councils.](#)

Crafting Your Magnet® Document Based Upon the 2019 Manual

January 31 - February 1, 2018 - Fort Myers, Florida

This 2-day workshop offers an overview of best practices in Magnet® document creation, a comprehensive discussion of the most recent updates on the Magnet® journey, and a writing lab. Built on the NEW 2019 ANCC Application Magnet® Manual with learning/didactic time spent on reviewing what is new, what has changed, and what was eliminated.

[Event Details and registration.](#)

Getting Clear on the 2019 Magnet® Data Requirements

February 2, 2018 - Fort Myers, Florida

Data drives both the timeline and the success of a Magnet® journey. The requirements for data submission are changing, and the bar is being raised with the 2019 Magnet® Application Manual.

[Event details and registration.](#)

Relationship Based Care Leader Practicum

March 12-16, 2018 - Phoenix, Arizona

Join us for the five-day intensive practicum for Relationship Based Care (RBC) Leaders. We believe it will be a significant and rewarding step in the successful leadership of RBC within your organization.

[Event details and registration.](#)

Electronic Magnet® Document Submissions

By now you know that all documents submitted to the Magnet Recognition Program® must be in an electronic version. When it comes to deciding which way to go - web-based, CD, or thumb/flash drive, there are several things to consider. Take the following survey to help you determine what you are looking for in your electronic format and what is BEST for your organization.



[Determine what is best for your organization.](#)

100% of the organizations who have partnered with CHCM for comprehensive Magnet® journey support have successfully received their initial designation or redesignation.

THE MAJORITY OF CHCM CLIENTS WHO SUBMITTED MAGNET® DOCUMENTS IN 2017 HAD THEIR DOCUMENTS ACCEPTED AS WRITTEN AND WENT STRAIGHT TO SITE VISIT!

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