



WORKPLACE INTEGRATION
OF NEW NURSES

Bringing Together:

- ◆ *New Graduates*
- ◆ *Mentors*
- ◆ *Preceptors*
- ◆ *Managers*
- ◆ *Educators*
- ◆ *Faculty*
- ◆ *Unions*
- ◆ *Human Resources*
- ◆ *Professional Associations*

*WINNING Over New Nurses:
Dilemmas, Demographics
and Technology*

December 5 - 7, 2007

Fantasyland Hotel
Edmonton, Alberta
Canada

A forum for health care professionals to share knowledge, experiences and strategies that promote the successful integration of new graduate nurses into the practice setting.

Conference Planning Committee

Co-Chairs

Cathy Giblin,
Capital Health, Edmonton
Trish Picherack,
Calgary Health Region

Capital Health, Edmonton

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Vi Smith

Nursing the Future

Judy Boychuk-Duchscher

University of Manitoba

Lorna Guse

Children & Women's Health Centre of BC

Dori Van Stolk

Workplace Integration of New Nurses

The Workplace Integration of New Nurses (WINN) Conference originated in Manitoba as part of a research project investigating new strategies to assist new nurses with a positive integration into the workplace and the nursing profession. WINN has traveled to Vancouver and now Edmonton, growing to include health care professionals from all the Western Canadian provinces. The conference brings together managers, educators, mentors, preceptors, faculty and human resource professionals to share knowledge, experiences and strategies to promote the successful integration of new nurses into the practice setting.

Conference Theme - *WINning Over New Nurses: Dilemmas, Demographics & Technology*

The integration of new nurses into the practice setting is a multi-faceted challenge. As the understanding and expectations of the emerging workforce continue to shift and evolve the need for qualified health care professionals increase. It is paramount that today's health care system explores strategies and initiatives to promote the successful inclusion of these new employees. This year's conference spotlights three broad focus areas affecting new nurses and the professionals they interact with in their practice setting. The three focus areas are:

Dilemmas - strategies, issues and initiatives regarding new nurses in the practice setting

Demographics - demographics of new nurses, who are they, what do they expect, how to recruit and retain them

Technology - new advances in healthcare technology, technology on the horizon, technological expectations of new nurses

WINning Over New Nurses: Dilemmas, demographics and technology will explore the issues surrounding these three focuses, presenting potential strategies and initiatives to promote and facilitate new nurse integration.

Program is subject to change. Please visit the conference website for updates.

Wednesday, December 5, 2007

5:30 - 6:00 pm

Registration

6:00 - 6:30 pm

Opening Remarks

6:30 - 8:00 pm

Finding Their Voices: New Graduates Tell Us What We Need to Know

Dr. Judy Boychuk Duchscher, Faculty, Saskatchewan Institute of Applied Science and Technology/Executive Director, Nursing the Future

Newly graduated nurses are being introduced into an intense, complex, and dynamic healthcare system that poses a unique set of challenges for that system and for nursing. While this is a time of great anticipation and goal realization for these professionals, it is also a stage in their evolution that is fraught with stress about job performance and role expectations, and anxieties around being accepted as highly responsible, fully functioning and accountable professionals. This presentation begins by giving voice to the experience of transition and transparency to the issues of newly graduated nurses working within the context of the contemporary acute-care workplace. The author's theory of transition will frame the discussion by outlining the stages of *doing*, *being* and *knowing* that new graduates progress through during the initial 12 months of their practice. This keynote provides a framework within which stage-specific strategies to reduce the stress of the new nurses initial professional socialization period can be most effectively implemented.

8:00 - 9:00 pm

Reception and Poster Viewing

Thursday, December 6, 2007

7:15 - 8:00 am

Breakfast and Registration

8:00 - 8:15 am

Opening Remarks

8:15 - 9:45 am

Bridging the Demographic Divide

Nora Spinks, President Work-Life Harmony Enterprises

For the first time ever, there are four (soon to be five) generations working side by side in our workplaces; each with their own perspectives, experiences and attitudes. Effectively managing across generations can be frustrating or exhilarating. Learn what management skills and techniques will help you leverage the generational diversity in your workplace so you can enhance performance, increase productivity and maximize efficiency. Nora Spinks will offer insight, provide information and share best practices for managing, motivating and retaining a diverse workforce.

9:45 - 10:15 am

Break and Poster Viewing

10:15 - 12:00

Dilemmas for Integrating New Nurses

Strategies, issues and initiatives regarding new nurses in the practice setting

"Yeah! I'm included Too!" Supporting the New Graduate Nurse into the Workplace Community.

Nala Murray, Providence Health Care

Who Knew?! Fiscal Restraint Transformed to Recruitment Success

Linda Hand & Tracy Lust, Provincial Health Services Authority

Practice Start Program: A new way of preparing Undergraduate and New Graduate Nurses to be "Job Ready" and "Practice Ready"

John Tully & Julie Fraser, Fraser Health

12:00 - 1:00 pm

Lunch

1:00 - 2:45 pm

Technology

New advances in healthcare technology, technology on the horizon, technological expectations of new nurses

Simulation as a Process for Developing Critical Thinking and Generalist Nursing Skills in a Rural Novice Nursing Mentorship Program.

Lisa McKendrick Calder and Donna Meyer, Capital Health Region

Preceptor Discernment: A New Ground for Educational Leadership

B. Paton, University of Calgary

Perspectives and StrataGEMS in the Use of High-Fidelity Human Patient Computer Simulation for Education of Undergraduate Nursing Students

Yvonne Briggs and Jayne Smitten, University of Alberta

2:45-3:15 pm

Yoga Break and Poster Presentations

3:15-4:30 pm

New Grad Panel

The New Grad Experience

Moderator: Judy Boychuk Duchscher

Panel Members: TBA

6:00 pm

Dialogue Dinners (Optional)

Friday, December 7, 2007

6:45-7:30 am

Sunrise Yoga (optional)

7:15-8:00 am

Coffee and Networking

8:00 - 9:15 am

Integrating Nurses in a Challenging Health Care Environment

Dr. Ginette Lemire Roger, Vice President Professional Practice and Chief Nursing Executive, The Ottawa Hospital & Ottawa University Heart Institute

In the complex chaotic environment of health care it is challenging to integrate new nursing graduates. The ability to recruit and retain nurses in a looming substantive shortage becomes the Achilles' tendon of the country's capacity to deliver health care to Canadians. The evidence is available, the political and organizational will is more and more visible and the nursing leadership is challenged to be innovative in organizing a new professional practice environment and new models of delivery of services. This presentation will highlight such a journey at The Ottawa Hospital.

9:15-9:30 am

Break and Poster Viewing

9:30 - 11:15 am

Demographics of the New Nurse

Who are they, what do they expect, how to recruit and retain them

The New Grad Transition Program: Mentoring - Paying it Forward!

Ellen Mahoney, Vancouver Island Health Authority

Easing the Transition for the Internationally Prepared Nurse: Sharing our Experiences and Successes.

Lucy Reyes, Barb Kathol & Robert Bierney, Calgary Health Region

COMBO for Care

Jacqueline Simms, Calgary Health Region

11:15 - 12:15

Lunch

12:15 - 1:45 pm

Cold Leadership...into the Last Great Wilderness

Brian Keating, Head of Conservation Outreach, Calgary Zoological Society

Providing leadership for new nurses as they navigate through the "wilds" of nursing practice can be tricky. Brian will take you on a voyage through one of the most astounding survival adventures of all time, illustrating the brilliant leadership qualities that enabled Ernest Shackleton to beat all possible odds during a 2 year struggle with survival in the wilderness of Antarctica. Using his informative method of live-narrated video, he'll explore a remarkable real-life historic story that has excellent parallels to the need for team work and flexibility in any setting.

1:45 - 2:00 pm

Closing Remarks

Registration Fees

	Early Bird (before Oct. 14)	Full Registration (after Oct. 14)
Regular registration	\$300 + gst	\$375 + gst
Student registration	\$200 + gst	\$275 + gst
Student 1 day registration	\$100 + gst	\$175 + gst

To register, please visit the conference website at winn2007.com
Students: there is also an opportunity to attend the conference for free by volunteering! Please contact corey.ralph@capitalhealth.ca for more information.

Registration Policies

1. Registration fees must be paid in full before being admitted to the conference.
2. Advance registrations will be accepted up until November 28, 2007.
3. Notice of cancellation must be made in writing to the Conference Coordinator. A \$100 + GST (\$106.00) cancellation fee will apply for conference registrations cancelled up until November 28, 2007. After this date, no refunds will be issued.
4. Substitutions may be made up until November 28, 2007 or on-site and must be made in writing.
5. VISA and MasterCard are the accepted credit cards for payment.
6. A confirmation notice of your registration will be sent to you within ten working days of receipt of your registration.
7. Receipts will be sent to you if your registration is received by November 21, 2007. Receipt for registrations received after this date will be included in your delegate package at the conference.

Accommodation Policies

1. A room block and special rates have been secured at The Fantasyland Hotel for conference delegates. The room rate is \$134 (December 5, 6) and \$189 (December 7) plus applicable taxes based on double occupancy. Please let the hotel know that you are attending the conference in order to receive the conference guest room rate.
2. Guest room reservations are made on a first-come first-served basis, subject to availability.
3. Reservations must be received by November 5, 2007 to receive the conference rate and are based on availability. After this time, reservations will be subject to general availability.
5. For cancellations, the hotel must be notified 48 hours in advance or one night's stay will be charged to the credit card provided.
6. Triple and quadruple accommodation is available at an additional cost of \$10.00 CAD per person, per day. The Fantasyland Hotel allows a maximum of four (4) adults per guest room.