North Carolina Organization of Nurse Leaders Strategic Plan
2021-2022

**Our Mission**
To serve as a voice for North Carolina nurse leaders, provide venues for professional development and advocacy, facilitate research and its application to advance nursing practice and health care policy, and to be a catalyst for transforming patient care.

**Our Core Business**
- Education
- Advocacy
- Leadership Development

**Our Key Relationships**
- North Carolina Future of Nursing Action Coalition
- North Carolina Healthcare Association (NCHA)
- North Carolina Board of Nursing (NCBON)
- North Carolina Nurses Association (NCNA)
- AONL Affiliates
- Consumers
Priority 1  Advocate for nursing to shape the future of healthcare

Strategy

• Develop and support a nursing leadership advocacy agenda for North Carolina

• Advocate for legislative and regulatory solutions to workforce issues

• Support the removal of scope-of-practice barriers to allow all nurses to practice to the full extent of their education and training, across the continuum of care

Tactics

• Assess NC post pandemic to validate healthcare needs with a focus on health disparities

• Attend NC Day/Night at Legislature as nurse advocates

• Increase communications with elected officials in support of modernization of Nurse Practice Act
**Priority 2 Lead and Influence the Healthcare Workforce**

**Strategy**
- Partner with academic stakeholders to prepare nurses to practice inter-professionally
- Share resources for nursing leadership career progression
- Promote healthy work environment

**Tactics**
- Support UNCC/London Research Rapid Appraisal of Covid 19 Healthcare Study (addresses interprofessional preparation and collaboration)
- Continue support for BSN minimum.
- Review and contract with career placement services via MemberClicks
- Continue to seek out and offer conference programming on stress management, resilience
Priority 3 Advance and promote affordable, value-based healthcare

**Strategy**

- Define and communicate nursing’s role in reducing the cost of healthcare
- Support value-based care and accessibility by all communities
- Promote the growth and development of optimal health care delivery models in NC

**Tactic**

- Develop nursing leader talking points for nurse impact on reducing cost. Continued advocacy with legislators
- Continued advocacy for practicing to full scope of licensure
- Continued work with NC FON to support healthy community pilot projects
- Push out to membership learning opportunities and resources related to changing healthcare delivery models
Priority 4  Strengthen NCONL’s voice through a highly engaged, inclusive and diverse membership

Strategy

• Enhance and support nursing leadership professional community
• Increase and diversify NCONL membership
• Assess Board make-up with a focus on diversity, work practice area and inclusivity
• Shape the narrative of the contribution of nurses to healthy communities

Tactic

• Annual conference, district meetings, online discussion boards
• Review membership reports quarterly
• Conduct annual membership survey to solicit member feedback and identify improvement opportunities