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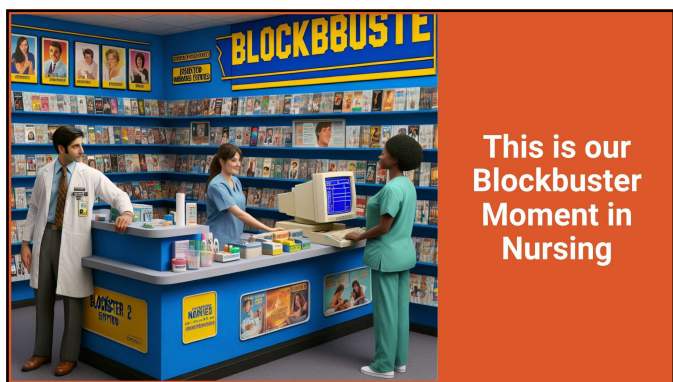
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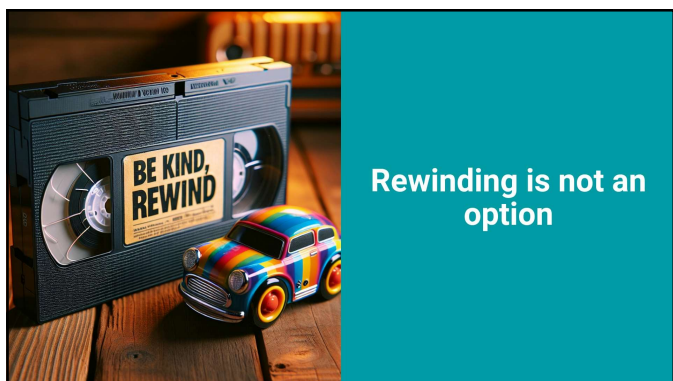
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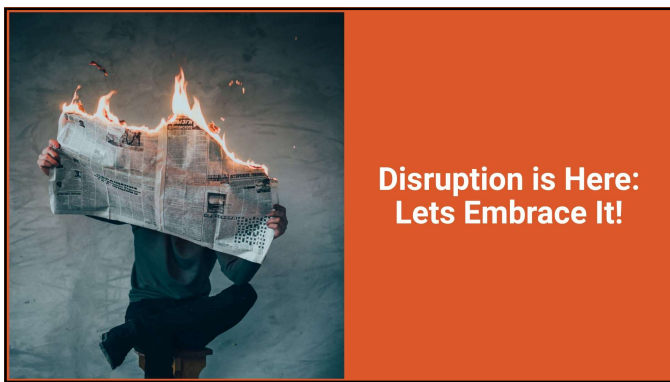
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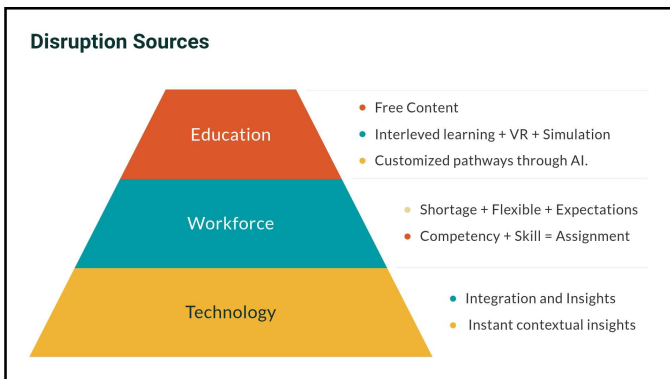
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Academia and Practice are Clashing



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Education is Changing



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The Workforce is Changing



Flexible Work  
Hours, Locations, Settings



Skills Matched To Need  
Breaking down silos of "units"



Practitioner in Control  
Work and profession managed by individuals preferences

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### Technology is Changing

The image consists of three panels. The first panel, titled 'Machine Generated Insights', shows a dashboard with various data points and charts, including '14.65%' and 'Quality Score 9.38'. The second panel, 'Portable Data Across Old Boundaries', features a glowing blue network of interconnected nodes. The third panel, 'Massive Data Sets to Uncover New Insights', shows a smartphone displaying a 3D geometric pattern next to a stethoscope.

Machine Generated Insights      Portable Data Across Old Boundaries      Massive Data Sets to Uncover New Insights

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**Rule #1**

**You don't need to be an "Innovator" to lead "Innovation"**

YOU DO NEED TO KNOW WHAT INNOVATION IS

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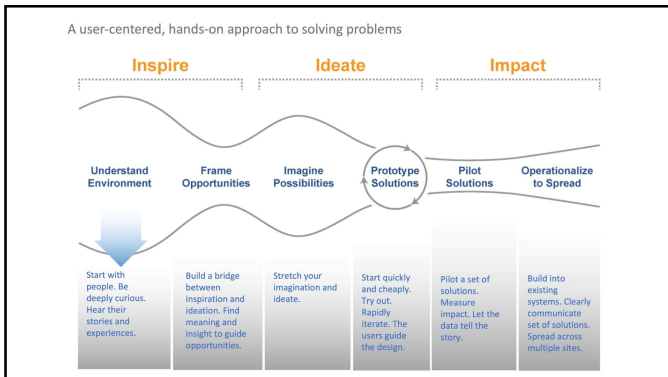
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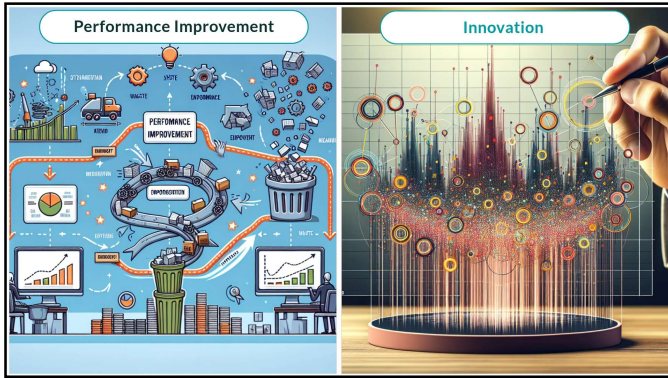
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**You cannot copy innovation processes from others**

Organizations and leaders need to create new routines in the context of their own organization

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**Supporting the Innovators**

			
<b>Openness and autonomy</b>	<b>Supportive and respectful</b>	<b>Patience and honesty</b>	<b>Patience: Value Misteps</b>
Recognize the innovation rather than the disruption Value the innovation rather than the disruption	Balance innovation and equilibrium Encourage boldness in formal settings	Recognize barriers to innovation Transparently share success and issues	Provide healing for the innovator Celebrate what did not work

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**Skills of the Adaptable Team**

			
<b>Positive Deviance</b>	<b>Systems Thinking</b>	<b>Network Engineering</b>	<b>Operations Mindset</b>
Thrives in systems that are falling	Navigates organizations with ease	Master of information sharing	Uses operations to catalyze the next step in innovation

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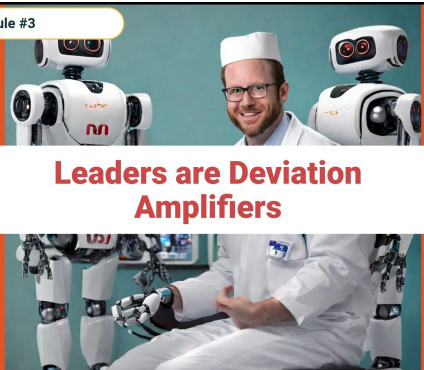
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Rule #3



**Leaders are Deviation Amplifiers**

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**Places to Deviate**

Policy Restricting Information Access    Training Methods Not Matching Practice Environment    Work is Flexible, Mobile, and Tied to Passion not Pension

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**Leading innovation sometimes feels like...**

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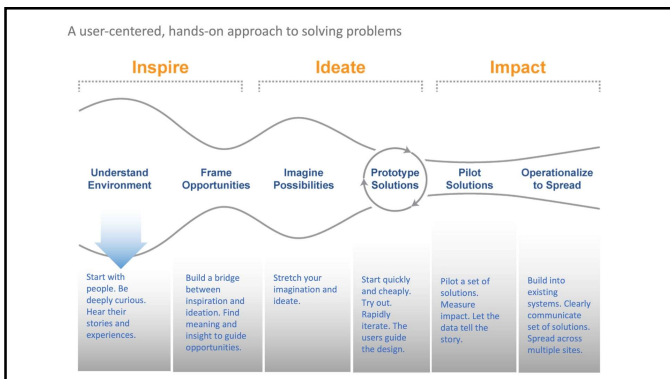
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**Inspired to Create Change**

- Everyday life is the new context of care
- Personalized health experiences enabled with technology
- Integrated care teams linked to people, not to places

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**How Might We Questions**  
Write a How Might We question about your identified Hassle

Example: Focus broad but on the outcome you want  
 HMW (poor) How might we stop patients from calling us?  
 HMW (good) How might we make patients feel confident they have all the information they need?

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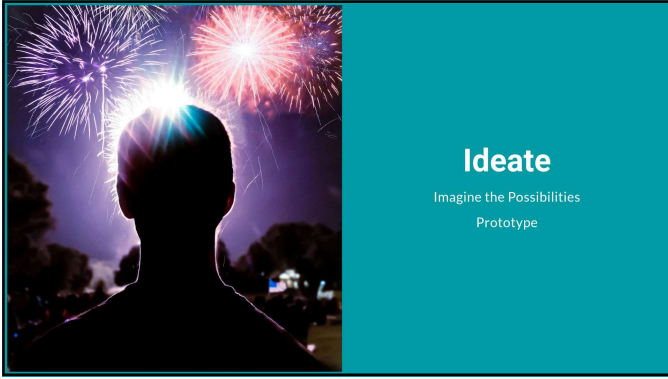
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**Challenge Assumptions: AI Example**

Biased decision-making    Privacy    Lack of transparency    Hallucinations

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**Impact**  
Pilot and Iterate  
Operationalize and Measure

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**Pilotitis**  
Pilot everything and spread nothing

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### The Impact of Nursing Innovation on Organizations



Improved Patient Outcomes



Enhanced Organizational Efficiency



Increased Staff Engagement



Competitive Advantage

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### Use Evidence to Disrupt



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### The Innovation Essentials: Teamwork + Leadership



Build Connections



Cultivate Relationships



Dismantle Stagnation

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**The Fatal Flaw:**  
**Blockbuster doubled down on the past**  
 Challenge the norms=Late Fees  
 Shift how the system works=At Home  
 Change the foundations=BluRay vs VHS



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**Sources of Nursing Innovation**

- 1 American Nurse Foundation Reimaging Nursing Grants
- 2 Academic Innovation Programs
- 3 Nurse Capital Venture Fund
- 4 Positive Deviants

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<b>Where does Nursing start?</b>		<b>Defragment our actions</b>
<b>Stop telling old stories</b>	<b>Lead deviation to new norms</b>	<b>Collaborate beyond our walls</b>

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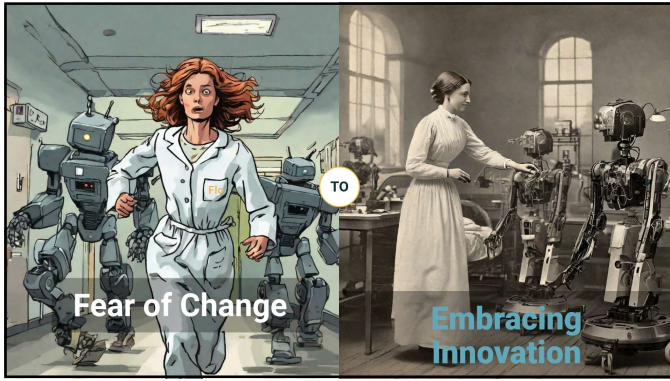
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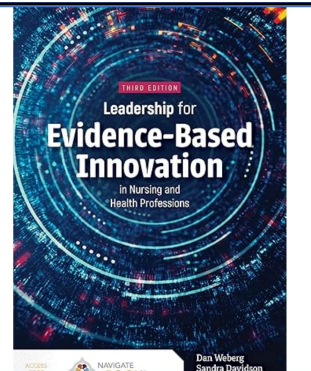

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Go to [www.DrNurseDan.com](http://www.DrNurseDan.com)



Dr. Dan Weberg, PhD, MHI, RN, FAAN  
Leading novel solutions in healthcare,  
Transformation Executive @ top 5 health systems,...



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