Background: Role clarification among CNLs and CNSs challenges perceptive norms in an acute care setting. While the CNS is familiar within healthcare, the CNL is a new role introduced in the past decade. From a theoretical perspective, role differentiation appears simple with the CNL focusing on microsystems and the CNS attending to macrosystems but the true challenge lies in operationalization of the roles within one organization. The purpose of this action research was to translate conceptual definitions and roles of the CNL, CNS, and Clinical Educator. Methods: Appreciative Inquiry (AI) is an action research method focusing on positive participatory inquiry within a system. The Professional Practice Team, comprised of 8 CNLs, 3 CNSs and 9 Clinical Educators, carried out the AI process in structured stages mirroring the five “D’s” of AI: 1) Define the Problem; 2) Discover; 3) Dream; 4) Design; and 5) Deliver. The Professional Practice Director facilitated the AI process with weekly meetings and monthly retreats to allow full participation, voice, and evolution of thought. The model was rolled out to customers and partners via face-to-face education. Results: The primary result is a Nursing Professional Practice model that illustrates complex relationships within an organization. Secondary outcomes include: 1) role clarification; 2) operational realization of how the Professional Practice team impacts micro, macro, and mesosystems; 3) creation of role boundaries via role clarification; and 4) pride and ownership. Conclusion/Recommendations: AI proved to be a valuable venue for transformational change and role clarification for the CNL, CNS, and Clinical Educator. Within the organization of interest, the CNL role had been in place for approximately one year without success in translating the role. Following rollout, education and quality initiatives evolved into a cooperative effort among professional disciplines. The professional climate improved with palpable strengthening of relationships between CNLs and their partners.