



Fall 2024

HORIZONS

President's Message

Giving Thanks to Nurse Leaders of Wisconsin



As your President, I have been enjoying traveling around our great state visiting many of you at your organizations. As I have traveled, I am reminded of the stunning fall tapestry and with every turn in the road, the diversity of colors is breathtaking! I am aware that portions of our state are in peak and others in varying stages of transition. I couldn't help to be reminded how the uniqueness and beauty of our fall foliage is very much like the diversity of each of you as nurse leaders, seasoned experts, novice, rural, urban and across a variety of settings. Our professional beauty resonates with a common purpose, passion, core values, mission and vision for service to support healthcare systems

and structures that elevate the delivery of high-quality healthcare in Wisconsin. No doubt Wisconsin nurse leaders are special people. Yes, because we are nurses!!! AND, we have that certain "Wisconsin NICE" attribute that so many from out of our state compliment and notice. It's what I love about Wisconsin and am grateful for the diversity of our leadership. November is also a time that we celebrate Thanksgiving with our family and friends. I am mindful of taking time to give thanks to each of you for joining our Wisconsin Organization of Nurse Leader family. It has been a blessing getting to know each of you.

One of the key events that WONL hosts is the Fall Conference. Thank you to close to 200 Wisconsin nurse leaders who joined us for the annual fall conference at the Osthoff in September to celebrate 45 years of WONL. Thank you to those of you who participated in sharing your stories of leadership through the decades as we celebrated nursing leadership of the 1980s, 1990s, 2000s, 2010s and 2020s. We played a game preparing Lucy Leader for her day and embraced the gifts that each generation brings to our leadership roles. We also celebrated two extraordinary WONL Wisconsin nurse leaders who every day go above and beyond to add value to their organization. Congratulations to the 2024 WONL Nurse Executive of the year Leanne Roggemann, and 2024 Nurse Leader of the Year Liesette Rendell. What an honor to celebrate these two amazing nurse leader role models.

Some of the key highlights of the conference speakers included keynote, Dennis McIntee, who reminded us that we are ridiculously in charge of the stories we tell ourselves and gifted us a ruler to use as a visual reminder and emotional regulator to quantify issues presented to leaders with a realistic significance and energy that the issues require.

We were reminded of the importance of nurse leaders' collective impact around advocacy as November placed Wisconsin in the spotlight in the nation as a critical political swing state. WONL is always thankful for the informative updates

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from Ann Zenk from WHA who provided an overview of the 2024 healthcare workforce and highlighted the value of the WHA/WONL relationship to advance the quality of healthcare in Wisconsin.

WONL was thrilled to have Epic Systems join us to reflect on 45 years of technology innovation and future focus on nurse well-being and the importance of the voice of Nurse Leaders focusing on leveraging AI with a clear understanding of impact to the nurse's experience and well-being.

We learned from our nurse leader colleagues from the Mayo Clinic Health System about two innovations for improving patient throughput and ambulatory redesign.

WONL colleagues, celebrated our very own Wisconsin Nurse Leader, Mary Beth Kingston, who was recognized by AONL with the 2024 Lifetime Achievement Award. Mary Beth shared three key leadership lessons learned: 1) Professional organizational involvement, 2) Calculated Risk Taking, and 3) Transferable Skillsets

WONL Board member and speaker extraordinaire April Hanson shared tools and key strategies to help nurse leaders thrive in the chaos of change and become personal agents of growth.

Joshua Routh ended the conference with ideas on how to turn complainers into collaborators.

The WONL Board and Committee Chairs shared our 2024 Strategic Plan roadmap at the annual business meeting outlining the collective accomplishments that we can make together when we focus on leveraging and scaling our impact through strategic partnerships to drive innovation and progress in nursing within five key areas of our focus:

1. **Workforce:** Focus Nurse Leader Well-being with WisPAN, Clinical/Academic partnership with ANEW, 2024 RN Survey WCN, Governors Workforce Taskforce,
2. **Advocacy:** Nurses Day at the Capitol with WNA, WHA Advocacy Day, AONL Affiliate Advocacy
3. **Nurse Leader Development:** Monthly webinars, Annual Conference, Nursing License Plate, Mentorships, AONL Nurse Leader Competencies, Nurse Leader recognition
4. **Nursing Quality/Value/Innovation:** WHA Quality Committee Liaison, Innovative models of care
5. **Nursing Diversity:** WCN, The alchemy of racism on health implications for practice conference, 2024 RN Survey

Please feel free to download the PowerPoint on our website woni.nursingnetwork.com.

WONL is committed to listening to all nurse leaders of Wisconsin to learn how we continue to support nurse leaders throughout our state to add value. As we prepare for our strategic planning session and goal setting review for 2025, we welcome your feedback to engage with us on strategies that best support each of you in your leader roles. We are embarking on a deep dive assessment of WONL and look forward to hearing from each of you.

Please reach out to me if you are interested in a presentation, providing feedback on how WONL can add more value or want to set up a meet and greet. I am available at your convenience and would love to come to your site. I can be reached at denniselavrenz@wi.rr.com.

With an abundance of thanks to the nurse leaders of Wisconsin,

Dennise Lavrenz,
WONL President



Nurse Leader of the Year Award

2024

Wisconsin Organization of Nurse Leaders
Annual Conference

About the Award

Each year, the Wisconsin Organization of Nurse Leaders (WONL) honors Wisconsin nurse leaders who have made significant contributions to nursing and nursing leadership, to WONL, and to his/her place of employment and community. This year, there are two categories:

- Nurse Leader
- Executive Nurse Leader

Each award recipient selected for this annual recognition meets the following criteria:

- Is a member in good standing of WONL
- Has provided service to WONL through participation in special or standing committees or through elected offices
- Demonstrates creativity in nursing leadership
- Promotes the profession of nursing and nursing leadership within the organization and the community, serving as a role model, mentor, and coach to others
- Demonstrates nursing leadership by sharing knowledge and expertise through presentation in seminars, formal course offerings and/or publications
- Develops positive relations with other disciplines, including administration and medicine
- Demonstrates compassion and spirit toward patients, families, and colleagues]
- Participates in a broad range of civic and health care-related organization and a political activity for nursing and health care.

This year, WONL is honored to select two nurse leaders as recipients of this award.

WONL 2024

Nurse Leader of the Year

Liesette Rendell, M.J., BSN, RN

Nurse Manager

Westfields Hospital & Clinic, New Richmond

Liesette is dedicated to the nursing profession and consistently goes above and beyond in her duties. She has a deep compassion not only for her patients and her team, but also the nursing profession as a whole.

This past year, Liesette became actively involved in the Wisconsin Peer Alliance Network (WisPAN), a network of nurses offering peer support to nurses experiencing substance use disorders or recovering from them. Liesette holds the title of Director at Large within WisPAN and has made Westfields Hospital and Clinic a proud partner of theirs. In addition to her professional commitments, Liesette lives and works in this community and is actively involved in representing her hospital and team at local events. As part of the leadership team at Westfields Hospital, she actively participates in the local Rotary International Club and serves as an elected trustee on her village board.

Liesette demonstrates the qualities of leadership and dedication. She is a true role model demonstrating the values of the nursing profession. She is the epitome of a humble and kind leader who always leads with her heart. Her leadership style is charismatic, supportive and positive.



WONL 2024

Executive Leader of the Year

Leanne Roggemann, MPH, RN

Vice President of Patient Care Services, CNO

Westfields Hospital & Clinic, New Richmond

Leanne is an active and engaged leader. She supports and encourages other to take innovative approaches to solve problems, from reducing tension between staff in different hospital departments by having front line staff lead projects to encouraging leaders to think creatively about solving persistent staffing shortages by changing workflows and reducing waste. Her change management approach is thoughtful, patient-centered and innovative. As a response to the increasingly difficult issues with nursing workforce shortages, Leanne was supportive of and helped secure a nursing residency program at Westfields. This was a proactive approach to getting ahead of the people exiting the field and educating and onboarding new graduates in real time.

Leanne is dedicated to ensuring that care delivery is at its best in the hospital, primary care clinic, specialty clinic and cancer center. She frequently utilizes the strategy of seeking input from patients and internal stakeholders regarding initiatives. Leanne also gives of her time and talents to serve on the Westfields Foundation committee to promote programs including youth, mental health, employee education, and patient transportation.



2024 Annual WONL Conference

A big thank you to all that were able to attend the WONL annual fall conference held in September at the Osthoff Resort in Elkhart Lake. It was so wonderful to see you all and learn from our speakers. There were 165 attendees and 22 exhibitors this year. We were also able to recognize nurse leaders from around out state as well.

Please mark your calendars for our annual conference next year September 17-19 at the Ingleside in Pewaukee, WI.



2024 Annual WONL Conference photos



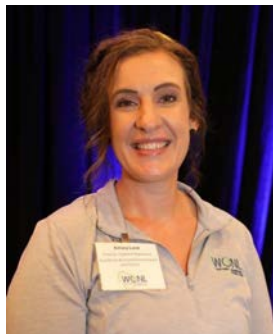
Jamie Ludlum



Leanne Roggemann



Amy Hermes



Kelsey Lund



Jen Drayton



April Hansen



2024 Annual WONL Conference photos (cont'd.)



Dennise Lavrenz



Laura Hieb



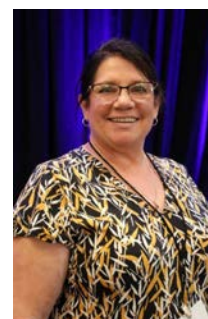
Sharon Cox



Annye Graff



Lori Cardinal



Tracy Galione

2024 Annual WONL Conference photos (cont'd.)



License Plate Update

License plate sales continue to increase as the secret gets socialized across the state. Nurses change lives proudly displayed wherever we go. I must admit a sense of pride comes to my soul every time I pull up to a vehicle with nurse's plates. Solidarity in the form of nurse's license plates makes my heart happy.

To date to our current revenue cycle, we have sold 416 license plates for a total of \$10,400 collected toward nursing education in our state.



If you are on the fence, come on board and join your colleagues in representing Wisconsin nurses.

Order your Nursing License Plate by visiting
<https://wisconsindot.gov/pages/dmv/vehicles/title-plates/nurses.aspx>

We're Excited to Announce our Growing WONL Community!

At our annual conference in September, we welcomed 15 new nurse leaders to our organization, bringing our total membership to 183. As we strive toward our goal of 200 members, we invite you to help us expand our network of diverse nursing leaders across Wisconsin. If you know colleagues who could benefit from WONL's professional development resources, networking opportunities, and advocacy efforts, please encourage them to join. Our strength lies in bringing together multiple perspectives to address healthcare challenges, and every new member enriches our inclusive community. Whether they're early-career nurse leaders or seasoned executives, there's a place for everyone at WONL. Annual membership is just \$120 (\$50 for students), and joining is easy through our website at wonl.nursingnetwork.com.

WONL Travels Across State to Meet Nurse Leaders

WONL traveled across the state to meet nurse leaders in Northwestern Wisconsin to share WONL's strategic plan and solicit feedback on WONL's value and engagement. Thank you to Leanne Roggemann, VP of patient care services/CNO, Westfields Hospital and Clinic. Thank you also to all the Northwestern health systems who joined us for an afternoon of networking!! If you are interested in learning more about WONL and scheduling a meeting or meet and greet, please reach out to WONL President [Dennise Lavrenz](#).



Nominations Committee Update

It is with great excitement that we announce the results of our 2024 WONL election. Thank you to all of those who nominated individuals for a role and for those who came forward with interest in serving in WONL!

President Elect:

- Dennise Lavrenz (current president) secured a second term.

Treasurer:

- Sharon Cox (current treasurer)

New Board Members:

- Heather Logslette (reappointment), Nurse Manager, Mayo Clinic Health System
- Kayla Ficker, Director of Quality, Amery Hospital and Clinic
- Jen Drayton (reappointment), Senior Nurse Administrator, Mayo Clinic Health System
- Leanne Roggemann, VP Patient Care Services/CNO, Westfields Hospital and Clinic

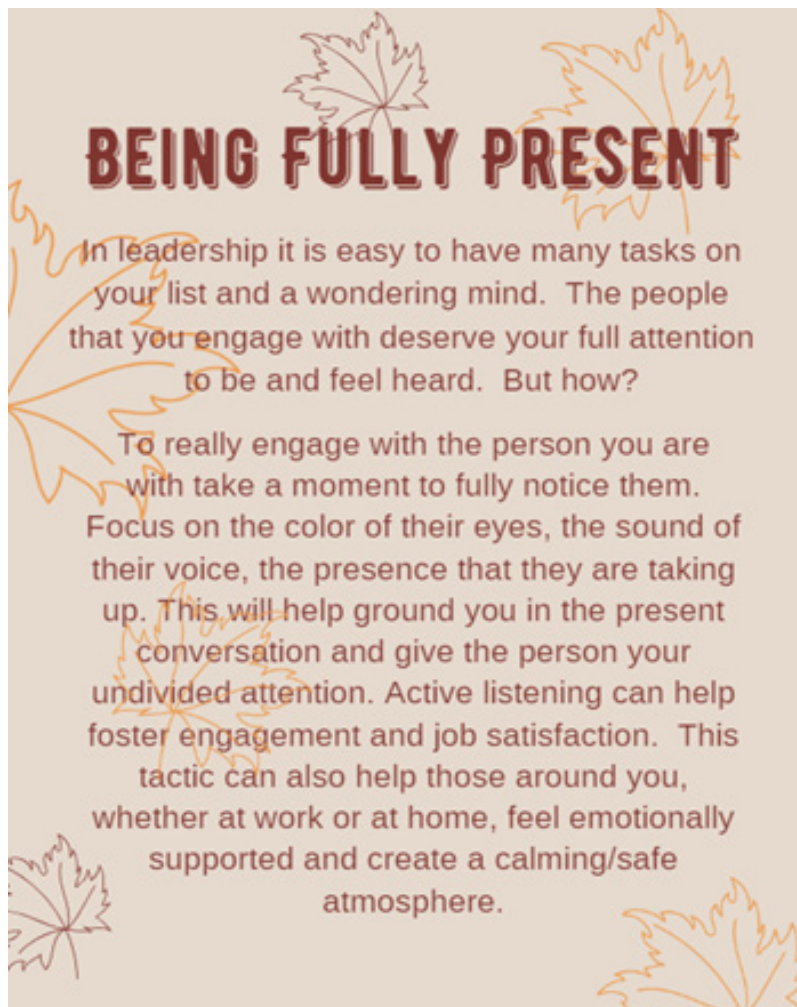
Nominations Committee:

- Lisette Rendell, Nurse Manager, Westfields Hospital and Clinic
- Gina Leath, Regional Chief Nursing Officer, Marshfield Clinic Health System

Congratulations, and we look forward to another great year at WONL!

Laura Hieb

Nominations Chair, WONL



WONL/WCN Fall Conference 2024

As part of WONL strategic plan focused on *Uniting Nurses to Achieve Health Equity*, WONL participated in the 13th Annual Wisconsin Center for Nursing (WCN) Fall Conference focused on Strengthening Wisconsin's Nursing Workforce Pipeline on Friday, September 13 in Pewaukee, Wisconsin. Experts presented on the following topics:

- Critical Race Theory and Health Care,
- Vulnerability and Public Health Emergencies Workforce Initiative
- Equity through Digital Health Literacy
- Review of the 2022 Wisconsin RN Workforce Survey Diversity trends
- Strategies to Improve Recruitment and Retention of Diverse Professionals
- Health inequities, the Intersection of Ageism and Racism and the Implications for Practice.



Pictured: WCN Board to include Linda Young, Kerri Kliminski, Tom Veaser, Kelly Kruse Nelles, Barbara Nicholes

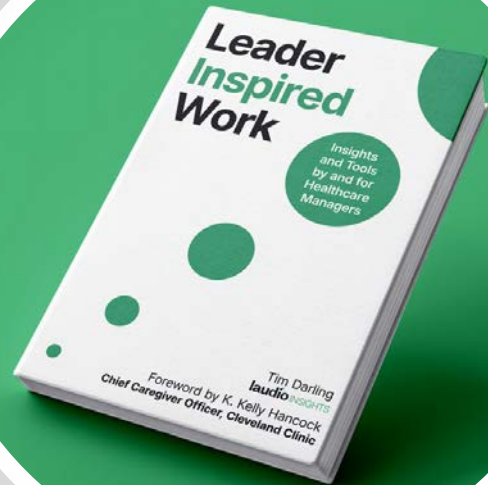


WEBINAR

December 12
12pm CST

Learning Objectives:

- Describe the **key 25 areas** of healthcare **Leader Inspired Work**
- Compare applicability of **quick wins** to my practice environment
- **Identify 3 quick wins** for engaging teams that can best be applied in my leadership practice



First 20 attendees to complete post-webinar evaluation will receive a complimentary copy of the book!

Presented by:



Amy Trueblood, Senior Director, Leadership Development, AONL



Joel Ray, Col. (Ret.) USAF, NC, MSN, RN, NEA-BC, Chief Clinical Advisor, Laudio



Tim Darling, co-founder of Laudio and President, Laudio Insights

WONL Board of Directors 2024

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License Plate Committee

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Member Checklist

- Please contact Erika Quamme whenever you have a change in either employment or residential address to guarantee timely mailings. E-mail equamme@wha.org or 608/268-1806.
- Submit articles for publication in the next issue of Horizons to Annye Graff, 920-433-7406, annye.graff@bellin.org
- If you are interested in being a part of a specific committee, contact the committee chair.

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