



American Organization
of Nurse Executives

Executive Office
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AONE Statement on Commitment to Clinician Well-being and Resilience

The American Organization of Nurse Executives (AONE) is committed to promoting a healthful practice and work environment. As the national organization of nurses who design and manage patient care, AONE provides leadership development and advocates to advance nursing practice, leadership excellence and shape health policy. AONE is a subsidiary of the American Hospital Association (AHA).

Whether leading from bedside or the boardroom, all nurse leaders have a role in creating a safe, healthful practice environments that support the work of the health care team and contribute to patient engagement. AONE supports the Nursing Organizations Alliance's Principles and Elements of a Healthful Practice/Work Environment and have incorporated these principles into AONE's leadership competencies. AONE developed the following leadership development programs and educational offerings to promote resilience and clinical well-being.

- **Nurse Manager and Director Fellowships** – Research shows that all levels of nursing practice are affected by burnout whether in the direct clinical or managerial environment. This is evidenced in nurse leaders. Nurse managers provide the vital link between the administrative strategic plan and the point of care. They are accountable 24 hours a day and responsible for the direct care unit. These AONE fellowships help nurse managers and directors develop their leadership skills and to build a support network with their peers.
- **Shared Governance program** – Lack of engagement has been linked to increased job turnover, burnout and low job satisfaction. Shared governance is a dynamic staff-leader partnership that promotes collaboration, shared decision making and accountability for improving quality of care, safety, and enhancing work life. The program teaches nursing teams the leadership skills and behaviors specific to building a culture of excellence and accountability.
- **Webinars and Educational Sessions** – Many sessions at AONE's annual meetings and webinars provide educational and interactive opportunities to build resilience. In conjunction with the Johnson and Johnson Human Performance Institute, AONE held a workshop teaching nurse leaders to stress smarter, recover better and bring their best selves to work and home.

In addition to AONE's leadership development supporting healthful work environments, AONE is committed to developing resources to address violence and the toll it takes on health care professionals and their communities. In collaboration with the Emergency Nurses Association, AONE developed guiding principles on mitigating workplace violence. AONE also supports the Tri-Council for Nursing Proclamation on Nursing Civility, which calls on nurses to recognize nursing civility and take steps to systematically eliminate all acts of incivility in their professional practice, workplace environments and in our communities.

www.aone.org

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Through the AHA's Hospitals Against Violence initiative, AONE continues to develop programs and resources to make communities and workplaces safer. Building resiliency is a key component of overcoming workplace violence.

Visit aone.org to learn more about these programs.