

February 2, 2021

AONL Statement on Commitment to Clinician Well-being and Resilience

The American Organization for Nursing Leadership (AONL) is committed to promoting a healthful practice and work environment. As the national organization of nurses who design and manage patient care in all settings across the care continuum, AONL provides leadership development and advocacy to advance nursing practice, leadership excellence and shape health policy. AONL 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 environment that support the work of the health care team and contribute to patient engagement. AONL supports the Nursing Organizations Alliance's *Principles and Elements of a Healthful Practice/Work Environment* and have incorporated these principles into AONL's leadership competencies and education. AONL developed the following leadership development programs and educational offerings to promote resilience and clinician well-being.

- **Nurse Manager, Director and Executive Fellowships** – Research shows burnout affects nurse leaders at all of levels of nursing practice from direct clinical to the managerial environment. These AONL fellowships help nurse managers, directors and executives develop their leadership skills and promote resilience by building confidence and developing a support network with their peers.
- **Shared Governance program** – There is a correlation between lack of engagement and increased job turnover, burnout and low job satisfaction. Shared governance is a dynamic staff-leader partnership, which promotes collaboration, shared decision-making and accountability for improving quality of care, safety and enhancing work life. This program teaches care teams the leadership skills and behaviors specific to building a culture of excellence and accountability.
- **Webinars and Educational Sessions** –AONL's annual conference, leadership development programs and webinars provide educational and interactive opportunities to build resilience through resilience related content and by developing leadership skills and networking with peers, addressing the common feelings of isolation in leadership.
- **Leading Through Crisis Resource Compendium** – Through a grant from Johnson & Johnson, AONL developed resources for leaders during the COVID-19 pandemic on leadership skills needed in crisis, including addressing stress, anxiety and moral distress.

In addition to AONL's leadership development programs supporting healthful work environments, AONL 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, AONL developed *Guiding Principles on Mitigating Workplace Violence*. AONL also supports the Tri-Council for Nursing Proclamation on Nursing Civility, which calls on nurses to recognize nursing civility and take systemic steps to eliminate all acts of incivility in their professional practice, workplace environments and in our communities.

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

Visit [AONL.org](https://www.aonl.org) to learn more about these programs.