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SCHOOL OF NURSING
NURSE
PRACTITIONER PROGRAM

transforming lives

Personal Strategic Planning: A Roadmap for Change

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Is this your idea of strategic planning?

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Strategic Planning



Strategic planning is a technique used by business and management experts to provide guidance in fulfilling a mission with maximal efficiency and results.

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Strategic Planning



- Individual Strategic Planning can be a powerful tool in the education of APRNs by helping them understand their potential and redefine their roles to have the maximum impact.
- This presentation focuses on the implementation of personal strategic planning in a role development course in a NP/DNP program.



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What is a Personal Strategic Plan

- Disciplined thought process
- Produces decisions and actions that shape and guide:
 - Who you are
 - Where you are going
 - What you do
 - How, when and why you do it




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Why is a Strategic Plan Important?

Life will not go according to plan if you do not have a plan



- Provides direction, meaning & purpose for life
- Makes decisions that positively affect future
- Focuses energies on what is important
- Achieves greatest results in short time
- Increases level of performance
- Leverages skills
- Enhances quality of life and peace of mind
- Be more, do more and have more



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Steps to Strategic Plan

- **Who you are**
 - Personal philosophy
 - Legacy Statement
 - Core Values
- **Where you are going/want to go**
 - "Why"
 - Vision
 - Mentor
 - Mission
- **How you are going to get there**
 - Goal
 - Objectives
 - Strategies
- **What factors impact your journey**
 - Legal, Policy, Government
 - DNP Essentials
 - Practice Competencies




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Think outside the box -





"This really is an innovative approach, but I'm afraid we can't consider it. It's never been done before."



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Personal Philosophy

- A way of life, a frame of mind which sets your perspective on all things in life.
- Rules, beliefs, values adopted from parents, culture, religion, friends, profession, etc.
- Often inconsistent and contradict
- Allows people to understand you & you to understand yourself




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Personal Philosophy

Example Assignment:
Write a personal philosophy paragraph that also responds to these three questions:

Questions to ask:

- "What do I believe about the healthcare crisis?"
- "What do I believe about my role as a professional in making a difference in healthcare?"
- "How must I conduct myself to reflect my belief?"




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Legacy Statement

- What would you want to be remembered for?
- How do you want to contribute to society?
- What legacy would you like to leave behind?

Example Assignment:


- What would you like people to say about you as a healthcare professional when you are no longer here?
- How do you want to be remembered?



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Core Values



- What is truly important to you
- Your Compass
- Does not change
- If your work is not congruent:
 - You do not feel fulfilled in work
 - Hard to go in common direction if others don't have similar values
 - Can create conflict
 - Can impact satisfaction



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Core Values Assignment

- **Example Assignment: Coat of Arms**
- Draw pictures in each box that correspond to indicators of personal key core values.
- Break into groups of 5-6
 - Discuss the values identified
 - List the common values
 - Keep of list of your individual values





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Where are you going? Where do you want to go?



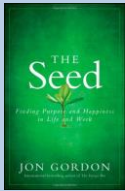

"Why"
Mission
Vision
Mentor



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"WHY"

The Power of Knowing and Understanding
"why" you do what you do

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Mentors

Personal Board of Directors

- Choose a Peer Mentors
- Will help you stay on track with Strategic Plan







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Strategic Plan Written Assignment

- I. **Personal Philosophy** of healthcare as it relates to the healthcare crisis and caring for vulnerable populations. This philosophy will be driven by the way in which you were raised, your culture, your religion, your education, and personal experiences.
- II. **Legacy Statement** What do you want to be remembered for as a NP/DNP in relationship to the healthcare crisis and vulnerable populations? Your legacy is an overarching framework for your mission statement and goals.
- III. **Vision** for yourself in three and five years? What do you want your future to look like?
- IV. **"Why"** for your vision Why do you put your time and effort into your specific vision?
- V. **Mission Statement** Your mission statement is a declaration of who you will be as a NP/DNP, why you have chosen the NP/DNP career path, and what you intend to accomplish as a NP/DNP.
- VI. **Core Values** that will act as your compass to guide you through your career. Your values provide guidelines and measurements for a value centered career.
- VII. **Mentors** that you can rely on to help you on your journey.




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Strategic Planning Written Assignment

Goals, Objectives, and Strategies to Accomplish Mission and Vision:

Write out a life/career plan with specific Goals, Objectives, and Strategies with expected target dates for the next 3 to 5 year and longer time frame.





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**Strategic Planning Written Assignment:
Goals, Objectives, and Strategies**

How do you see yourself in the future?

- as a policy maker,
- does your interest lie in owning a private practice, or
- working in global (population) health
- or research and teaching (scholarship).



Think..... out of the box



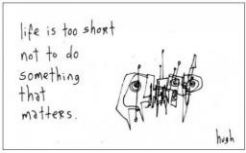
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Strategic Plan Assignment

Final written plans provided students with a detailed personal roadmap to achieve their professional goals with maximum impact.




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Strategic Planning



Questions?

