

# New Nurse Residency Program

for new graduate nurses who have been a nurse <2 years

March 18-19, 2025

York General Hospital, York, NE



## YOUR FACULTY

**Amber Kavan, BSN, RN, CPHQ**

Director of Quality

Nebraska Hospital Association

**Dana Steiner, BSN, MBA, CPHQ**

Senior Director of Quality

Nebraska Hospital Association

**Tina Pate, MSN, RN, CEN**

Chief Nursing Officer

Great Plains Health

**Donna Armknecht, RN, MSN**

Director of Quality and Compliance

Syracuse Area Health

**Molly Herzberg, MSN, RN**

Chief Nursing Officer

Community Hospital (McCook)

**Jenna Watson, RN, BSN**

Director of Quality

Memorial Hospital (Aurora)

**Beth Atwood, MSN-Ed, RN, CNE**

Curriculum Integration Specialist

Galen College of Nursing

## REGISTRATION

Register [here](#) for the conference.

## LODGING INFORMATION

**Hotel:** Holiday Inn Express

**Address:** [4020 Grad Avenue, York, NE 68467](#)

**Room Rate:** \$140 + tax per room/night

**Hotel Registration Cutoff:** February 25, 2025

To make a reservation, please call Kreig Schmidt, Front Office Manager, at (402) 745-6272.

## ACCREDITED CONTINUING EDUCATION

### Accreditation Statement

In support of improving patient care, this activity has been planned and implemented by AXIS Medical Education and the Nebraska Hospital Association. AXIS Medical Education is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

### Credit Designation for Nursing

AXIS Medical Education designates this continuing nursing education activity for a maximum of 8.5 contact hours.

Learners are advised that accredited status does not imply endorsement by the provider or ANCC of any commercial products displayed in conjunction with an activity.

*Quality Professionals: this program is pending approval by the National Association for Healthcare Quality (NAHQ) to provide CPHQ CE credit.*

### AXIS Contact Information

For information about the accreditation of this program please contact AXIS info@axismeded.org.

### Disclaimer

Participants have an implied responsibility to use the newly acquired information to enhance patient outcomes and their own professional development. The information presented in this activity is not meant to serve as a guideline for patient management. Any procedures, medications, or other courses of diagnosis or treatment discussed in this activity should not be used by clinicians without evaluation of patient conditions and possible contraindications on dangers in use, review of any applicable manufacturer's product information, and comparison with recommendations of other authorities.

### Requirements for credit:

- Attend/participate in the educational activity and review all course materials.
- Complete the CE Declaration form online April 19, 2025. Instructions will be provided. If you do not enter the online portal by the above date, you will not be able to retrieve your statement of participation.
- Upon successful completion of the online form, your statement of completion will be presented to you to print.

### Disclosure of Relevant Financial Relationships

AXIS Medical Education requires faculty, instructors, authors, planners, directors, managers, peer reviewers, and other individuals who are in a position to control the content of this activity to disclose all personal financial relationships they may have in the past 24 months with ineligible companies. An ineligible entity is any organization whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients. All relevant financial relationships are identified and mitigated prior to initiation of the planning phase for an activity.

AXIS has mitigated and disclosed to learners all relevant financial relationships disclosed by staff, planners, faculty/ authors, peer reviewers, or others in control of content for this activity. Disclosure of a relationship is not intended to suggest or condone bias in any presentation but is made to provide participants with information that might be of potential importance to their evaluation of a presentation or activity. Disclosure information for faculty, authors, course directors, planners, peer reviewers, and/or relevant staff is provided with this activity.

The faculty listed below reported no relevant financial relationships or relationships they have had with ineligible companies of any amount during the past 24 months.

Amber Kavan, BSN, RN, CPHQ	No conflict
Dana Steiner, BSN, MBA, CPHQ	No conflict
Tina Pate, MSN, RN, CEN	No conflict
Donna Armknecht, RN, MSN	No conflict
Molly Herzberg, MSN, RN	No conflict
Jenna Watson, RN, BSN	No conflict
Beth Atwood, MSN-Ed, RN, CNE	No conflict

The directors, planners, managers, peer reviewers, and relevant staff reported the following financial relationships they have with any ineligible company of any amount during the past 24 months:

Amber Kavan, BSN, RN, CPHQ	No conflict
Dana Steiner, BSN, MBA, CPHQ	No conflict
Janet Schultz, MSN, RN, FACEHP, CHCP	No conflict
Jennifer Hodge	No conflict

# AGENDA AT A GLANCE

## MARCH 18, 2025

9:30 a.m. – 9:55 a.m.

### Registration

9:55 a.m. – 10:00 a.m.

### Welcome

*Amber Kavan, BSN, RN, CPHQ, Director of Quality Nebraska Hospital Association  
Dana Steiner, BSN, MBA, CPHQ, Senior Director of Quality Nebraska Hospital Association*

10:00 a.m. – 11:15 a.m.

### Where Are We Now?

#### Current State of Practice for New Nurses in Nebraska

*Tina Pate, MSN, RN, CEN, Chief Nursing Officer, Great Plains Health*

11:15 a.m. – 12:30 p.m.

### Flipping the Script: Transitioning from Academics to Workforce

*Donna Armknecht, RN, MSN, Director of Quality and Compliance, Syracuse Area Health*

12:30 p.m. – 1:00 p.m.

### Lunch

1:00 p.m. – 2:30 p.m.

### Talk the Talk: Effective Communication Strategies

*Molly Herzberg, MSN, RN, Chief Nursing Officer Community Hospital (McCook)*

2:30 p.m. – 2:40 p.m.

### Break

2:40 p.m. – 4:00 p.m.

### Pulling it all Together: Apply What You've Learned

*Jenna Watson, RN, BSN, Director of Quality, Memorial Hospital (Aurora)*

4:00 p.m.

### Wrap-up, Take Aways

### Social Hour at La Cocina

## MARCH 19, 2025

9:00 a.m. – 9:05 a.m.

### Day 1 Review – Q&A

*Amber Kavan, BSN, RN, CPHQ, Director of Quality Nebraska Hospital Association  
Dana Steiner, BSN, MBA, CPHQ, Senior Director of Quality Nebraska Hospital Association*

9:05 a.m. – 10:30 a.m.

### Walk the Walk: Why is Quality Important?

*Amber Kavan, BSN, RN, CPHQ, Director of Quality Nebraska Hospital Association  
Dana Steiner, BSN, MBA, CPHQ, Senior Director of Quality Nebraska Hospital Association*

10:30 a.m. – 10:40 a.m.

### Break

10:40 a.m. – 11:40 a.m.

### Teamwork Makes the Dream Work

*Beth Atwood, MSN-Ed, RN, CNE, Curriculum Integration Specialist, Galen College of Nursing*

11:40 a.m. – 12:00 p.m.

### Wrap-up, Take Aways

9:30 a.m. – 9:55 a.m.

**Registration**

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10:00 a.m. – 11:15 a.m.

**Where Are We Now?**

**Current State of Practice for New Nurses in Nebraska**

*Tina Pate, MSN, RN, CEN, Chief Nursing Officer, Great Plains Health*

Dive into self-discovery with introspection and self-reflection, exploring strengths and weaknesses through engaging activities. Uncover insights into current preceptor experiences, identifying areas for enhancement while cultivating a robust professional identity.

**OBJECTIVES:**

- Discuss the current state of nursing workforce in Nebraska.
- By the end of the presentation students will understand the importance of preceptor experiences.
- Discuss the opportunities for improving preceptor and orientation program.

11:15 a.m. – 12:30 p.m.

**Flipping the Script: Transitioning from Academics to Workforce**

*Donna Armknecht, RN, MSN, Director of Quality, Syracuse Area Health*

Navigate the transition from academia to the workforce with finesse. Delve into essential skills like prioritization, time management, and work-life balance, while bolstering confidence and professional identity. Learn to adapt seamlessly through cross-training opportunities.

**OBJECTIVES:**

- Identify strategies to successfully transition from academics to the workforce.
- Review tools and resources to support becoming a confident and enthusiastic nurse in your organization.
- Review tools to assist with managing your time and being a change agent across your organization.

12:30 p.m. – 1:00 p.m.

**Lunch**

1:00 p.m. – 2:30 p.m.

**Talk the Talk: Effective Communication Strategies**

*Molly Herzberg, MSN, RN, Chief Nursing Officer Community Hospital (McCook)*

Master the art of communication with proven strategies. From TeamSTEPPs and AIDET techniques to perfecting shift reports and bedside rounding, gain confidence in calling doctors and navigating crucial conversations with finesse.

**OBJECTIVES:**

- Identify tools to use for improved communication.
- Apply tools into their practice to improve communication and provide patient safety.
- Review strategies to be successful advocates for your patients and team.

2:30 p.m. – 2:40 p.m.

**Break**

2:40 p.m. – 4:00 p.m.

**Pulling it all Together: Apply What You've Learned**

*Jenna Watson, RN, BSN, Director of Quality, Memorial Hospital (Aurora)*

Synthesize your knowledge through evidence-based practice and clinical guidelines such as Milliman and Interqual. Embrace patient family engagement and safe mobility practices while fostering a culture of continuous learning, even during downtime. Hone critical thinking skills through immersive case studies and reinforce understanding with the teach-back method. Master the art of documentation and charting for comprehensive care.

**OBJECTIVES:**

- Discuss importance of evidence based practice and how you can implement them in your daily nursing practice.
- Review strategies to help foster critical thinking and discuss how to implement them in your daily practice.
- Discuss strategies to be successful with your daily activities and documentation efforts.

4:00 p.m.

**Wrap-up, Take Aways | Social Hour at La Cocina**

9:00 a.m. – 9:05 a.m.

**Day 1 Review – Q&A***Amber Kavan, BSN, RN, CPHQ, Director of Quality Nebraska Hospital Association**Dana Steiner, BSN, MBA, CPHQ, Senior Director of Quality Nebraska Hospital Association*

9:05 a.m. – 10:30 a.m.

**Walk the Walk: Why is Quality Important?***Amber Kavan, BSN, RN, CPHQ, Director of Quality Nebraska Hospital Association**Dana Steiner, BSN, MBA, CPHQ, Senior Director of Quality Nebraska Hospital Association*

Embark on a journey toward excellence with a focus on quality. Engage in practical exercises like PDSA activities and goal setting, while understanding the significance of quality reporting and incident management. Explore themes of a just culture, infection prevention, regulatory requirements, and HCAHPS to elevate standards of care.

**OBJECTIVES:**

- Demonstrate knowledge about process improvement and engage in activities within your organization.
- Recognize the importance of quality and incident reporting and adopt safe practices in your day-to-day schedule.
- Review nursing roles for infection prevention strategies.
- Demonstrate knowledge on regulatory requirements and why nurses play a key role in compliance and improvement.
- Review how nurses can increase patient and family engagement and satisfaction.

10:30 a.m. – 10:40 a.m.

**Break**

10:40 a.m. – 11:40 a.m.

**Teamwork Makes the Dream Work***Beth Atwood, MSN-Ed, RN, CNE, Curriculum Integration Specialist, Galen College of Nursing*

Collaborate effectively within multi-disciplinary teams, mastering the art of delegation for seamless patient care. Learn strategies to manage disruptive patients or family members, ensuring a harmonious care environment.

**OBJECTIVES:**

- Establish clear communication channels.
- Build trust and mutual respect.
- Define roles, responsibilities, and strengths.

11:40 a.m. – 12:00 p.m.

**Wrap-up, Take Aways***Amber Kavan, BSN, RN, CPHQ, Director of Quality Nebraska Hospital Association**Dana Steiner, BSN, MBA, CPHQ, Senior Director of Quality Nebraska Hospital Association*

Reflect on your journey with a strength/weakness activity, identifying areas for growth and devising actionable strategies for success. Forge connections with mentors to guide your professional development journey.

**OBJECTIVES:**

- Review learnings and identify needs to take back to your organization to be successful.
- Understand the importance of mentorship and peer to peer support throughout your nursing career.
- Review strategies on connecting with peers and working collaboratively to be successful.

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