

NURSE LEADERS CAN MAKE THE IMPOSSIBLE POSSIBLE

WESTIN LA PALOMA - TUCSON, AZ

APRIL 27 - MAY 1 2025



PROGRAM DESCRIPTION:

The 2025 NICU Leadership Forum will focus on how Nurse Leaders can transform challenges into opportunities, turning the impossible into possible. Together, we will explore innovative strategies, evidence-based practices, and real-world examples of leadership that drive positive change in healthcare. Through dynamic sessions and powerful discussions, participants will gain the tools and insights needed to lead with resilience, inspire their teams, and create lasting impact. Empower yourself to lead in ways that reshape healthcare for the better and demonstrate the boundless potential of nurse leadership.

At the 2025 NICU Leadership Forum, we will:

- Inspire Transformational Leadership: Empower nurse leaders with strategies to embrace innovative thinking and enable teams to overcome complex challenges.
- Drive Collaborative Problem-Solving: Cultivate skills for building partnerships that harness diverse expertise to create solutions previously deemed unattainable.
- Develop Actionable Frameworks: Equip attendees with practical tools and evidence-based approaches to implement visionary changes within their organizations.
- Celebrate Success and Resilience: Share real-world stories of triumph and perseverance, showcasing how nurse leaders have turned the impossible into reality, and motivate participants to achieve similar outcomes.

NEONATAL LEADERSHIP FORUM KEYNOTE SPEAKERS



Tiffany Love
PhD, APRN, FACHE, PLC

Chief Executive Officer,
The Love Leadership Foundation

Nurse Leaders: Don't Underestimate Our Power to Transform Healthcare

Today's nurse leaders are at the forefront of shaping the future of healthcare, called to inspire, motivate, and empower high-performing teams while navigating the challenges of an ever-changing and uncertain world. In this engaging and impactful presentation, we will explore cutting-edge, evidence-based management strategies designed to elevate your leadership skills to new heights. Together, we'll uncover the secrets to building resilient, adaptable teams and implementing best practices that drive success and innovation in the post-pandemic era. Whether you're looking to refine your approach, spark inspiration, or create lasting change, this session will provide you with the tools, insights, and confidence to lead with purpose and vision in today's dynamic healthcare environment.

About the speaker

Dr. Tiffany Love, founder of the Love Leadership Foundation, is an award-winning keynote speaker and C-suite executive with more than 30 years of healthcare experience. She is a fellow and former Regent of the American College of Healthcare Executives (ACHE), an Adult and Gerontological Nurse Practitioner, as well as a certified Public Leader through the Harvard Kennedy School of Government.



Dr. Terri Major-Kincade
MD, MPH, FAAP

Neonatal-Perinatal Palliative Care, UT Health
Houston, McGovern Medical School

Behind the Mask: How Leaders Grow by Starting Over: Why Pivoting is Powerful!

Great leadership begins with vulnerability. Often leaders find themselves at a crossroads between strength and vulnerability which can manifest ultimately in burnout and moral distress. However authentic leadership can be forged through vulnerability. Creating safe spaces for leaders to pivot inspires safe spaces for both leaders and team members to grow. What happens when we say yes to ourselves and no to the illusion of perfection? In this talk, audience members will follow Dr. Terri on a journey from burnout to bright flame as she shares heartfelt lessons on the power of pivot in leadership.

About the speaker

Dr. Terri Major-Kincade or Dr. Terri, as she is affectionately called, is a double-board certified Pediatrician, Neonatologist and Hospice and Palliative Medicine Physician with over 24 years of experience. Her clinical research interests include mitigating perinatal/neonatal and maternal health disparities, work-life balance, and navigating difficult conversations for medical teams and patients. She is a two-time Amazon Best-Selling Author and serves on National Boards for Pampers and PLIDA (Pregnancy Loss and Infant Death Alliance). A native of Baton Rouge, Louisiana, she currently practices in Houston, Texas.

NEONATAL LEADERSHIP FORUM GENERAL SESSIONS



Unleash Your Potential: Engaging Your Strengths for Impactful Leadership

Meghan Chun, MBA, M.Div, Leadership Coach & Consultant, Gallup-Certified CliftonStrengths Coach, Meghan Chun Coaching & Consulting

What if you could make the impossible possible just by being your most authentic self and using your unique strengths? In a constantly changing, fast-paced healthcare environment, effective leadership is critical for creating engaging workplaces and delivering exceptional patient care. Yet, most leaders know the experience of feeling overwhelmed by balancing the many responsibilities of their jobs while also creating a space for their team members to thrive. In this interactive session, we will explore what it means to be a strengths-based leader – to identify and unleash your unique talents and help you leverage them more effectively to get great results AND stay engaged and excited in your role.



Nurses Change the World

Sarah DiGregorio, Independent Journalist, HarperCollins

The enduring power of relationships to create health and justice. In this inspiring and galvanizing presentation, journalist Sarah DiGregorio will describe how nursing has shaped human societies for the better, from antiquity to today. She will tell the stories of nurses who have changed the world, past and present, by tackling the biggest problems of their times. This talk will illuminate how nurses have unique insight: They are often the first to notice causes of suffering in individuals and communities, and the first to make a plan to alleviate that suffering.



The Power of Ethics: Practical Strategies to Relieve Moral Distress

Lindsay Semler, DNP, RN, CCRN, HEC-C, Executive Director of Clinical Ethics, Brigham and Women's Hospital; Harvard Medical School; Semler Ethics Consulting, LLC

This presentation will describe a nurse ethicist's strategies to address and relieve moral distress among healthcare professionals. Participants will gain insights into practical strategies for tackling ethical challenges, with a focus on empowering nurse leaders to enhance their ethical decision-making frameworks. Additionally, attendees will receive a comprehensive moral distress toolkit designed to guide both themselves and their teams through complex ethical dilemmas effectively.



From Bedside to Boardroom: Unmasking Implicit Bias and Leveraging Human Factors for Transformative Nurse Leadership

Shakira Henderson, PhD, DNP, MS, MPH, EMBA, RNC-NIC, IBCLC, Dean, College of Nursing – Chief Administrative Officer, UF College of Nursing Associate Vice President for Nursing Education, Practice, and Research – System Chief Nurse Executive, UF Health

This session delves into the critical role of implicit bias and human factors in shaping nurse leadership and managing performance improvement. Participants will learn how to recognize and address implicit biases that impact team dynamics, patient care, and leadership effectiveness. By understanding how these biases intertwine with human factors, nurse leaders can foster an inclusive environment that drives quality improvements, strengthens team cohesion, and promotes equity from the bedside to the boardroom.



Reaching Towards What is Next: Nurse Leaders' Role in the Ideal Design of Professional Governance

Pattie Bondurant, DNP, RN, ANLC, FAAN, CEO and Chief Transformation Officer, TransForm Healthcare Consulting, LLC

This session explores innovative strategies to boost engagement, foster accountability, and transform your organization's culture. Learn how a system-wide structural redesign can empower nurses, strengthen their professional identity, and elevate patient care to new heights. Get ready to reimagine what's possible for your team and organization!

NEONATAL LEADERSHIP FORUM FEATURE PANEL & PRE-CONFERENCES



The Power of Inclusivity: Leading Through Change with Purpose

Moderator:

Joan Halpern, MS, RNC-NIC, NNP, NEA-BC, Vice President and Chief Nursing Officer, New York-Presbyterian Weill Cornell Medical Center



Panelists:

Samantha Alessi, MSN, RNC-NIC, CLC, ACCNS-N, Clinical Nurse Specialist, Hassenfeld Children's Hospital at NYU Langone Health



Isha Alibey, DNP, APRN, ACCNS-N, ANLC-N, Clinical Nurse Specialist, Grady Memorial Hospital



Sarah Velasco, DNP, FNP-C, RNC-NIC, Clinical Practice Specialist, Children's Hospital Colorado

Empowering nurse leaders regardless of title is vital to driving positive outcomes in healthcare. This panel will explore methods to build trust, foster collaboration, and create opportunities for growth across their teams and organizations including leaders in non-people managing roles. Complimenting leadership roles that have evolved over the years to reinforce that one position with a large span of control is not the gold standard and what can be the pitfalls if you don't work as a team.



PRE-CONFERENCES



How You Show Up to Coach & Mentor Your Staff *(Half Day, AM)*

Diane Rogers, PCC, CPXP, Founder & CEO, Contagious Change

In this pre-conference, we will explore how you show up to lead through the lens of coaching and mentorship. We will dive into the fundamentals of coaching, equipping participants with mindsets, practices and frameworks to bring a coach-like way of BEING to your leadership. We will explore the importance of mentorship – both in BEING a mentor and in mentoring others. We will link the science of wellBEING to the practice of coaching, offering tangible take-aways to create a psychologically safe environment intentional to cultivate learning and growth through a strengths-based, appreciative, coaching approach that fosters individual flourishing and effective teamwork



Driving the Business Case: Move Your Idea from Plan to Practice *(Half Day, PM)*

Annie Craig, MSN, RN, RNC-NIC, Senior Director of Neonatal and Perinatal Services Patient Care Services, Children's Mercy Hospital



Bobbie Smith, MSN, RN, NEA-BC, ANLC-P, Labor & Delivery/ Fetal Surgery Center Manager, Children's Hospital Colorado

This interactive workshop is designed to equip all leaders and educators with actionable tools and strategies necessary to effectively execute a plan from concept to implementation. Learn how to create staffing and financial efficiencies on your unit that will allow leaders the time needed to focus on key components necessary to be strategic, innovative, and improve outcomes!

Key topics include:

- **Financial Business Management:** Explore strategies on managing to acuity and the challenges of the day-to-day operations that impact job satisfaction for leaders to bedside staff. We will look at understanding the data related to monthly operational reports, FTE management statistics, and HPPD productivity.
- **Business Operations Implementation:** Examine the business cycle of creating a plan, advocate for change, and obtain buy-in from senior leaders, key stakeholders, and frontline staff on new initiatives or product implementation.

SCHEDULE & CONFERENCE INFORMATION

GENERAL SCHEDULE

(Subject to change, visit synovaassociates.com for the up to date agenda).

Sunday, April 27th:

9:00 AM – 4:30 PM: Pre-conferences
6:00 PM: First Time Attendee Reception
6:30 PM: Opening Reception

Monday, April 28th:

8:30 AM – 3:30 PM: General Sessions
3:30 PM – 6:15 PM: Exhibit Hall

Tuesday, April 29th:

7:30 AM – 8:30 AM: Breakfast Symposium
8:30 AM – 10:30 AM: Exhibit Hall
10:30 AM – 3:45 PM: General Sessions
6:00 PM: Dinner and Entertainment

Wednesday, April 30th:

7:30 AM – 8:30 AM: Breakfast Symposium and Focus Groups
8:45 AM – 1:30 PM: Track Sessions and Poster Session

Thursday, May 1st:

7:30 AM – 8:30 AM: Breakfast Symposium
8:30 AM – 12:00 PM: General Sessions

REGISTRATION

To register, visit: synovaassociates.com/perinatal-forum-registration-form.com

Registration will not be complete until we have received the following:

- Registration form, submitted electronically
- Full payment by credit card or hospital check. Registration fees must be paid by registration deadlines to receive discounted rates

REGISTRATION FEES

MAIN CONFERENCE REGISTRATION

- \$799 USD Early Bird Registration (January 26, 2025)
- \$899 USD Regular Registration
- \$949 USD Late Registration (after March 9, 2025, if available)*

Discount available for teams of 5 or more from the same hospital.

Contact mgehl@synovaassociates.com for details.

PRE-CONFERENCE

- \$175 USD – How You Show Up to Coach & Mentor Your Staff (Half Day, AM)
- \$175 USD – TBD (Half Day, PM)
- \$299 USD – Both Half Day Sessions (Includes lunch)

Since conference registration and hotel rooms are limited, early registration is advised. Registrations sent without payment will not be held after March 8.

- Out of consideration to registrants, children of any age and spouses/guests may not attend the sessions. Guests 21 and older may attend the social event on Tuesday, April 29 for a fee (guest registration occurs onsite)
- Tuition includes continuing education hours and many meals/snacks

WHO SHOULD ATTEND?

- NICU Directors, Managers, Supervisors, and members of their leadership teams
- Advanced Practice Provider and Neonatal Nurse Practitioner Supervisors
- Clinical Nurse Specialists, Educators and Quality & Safety Leaders
- Executive Directors of Women's Services



* We have reached capacity near the beginning of Late Registration the past three years, so don't wait to register!

CONFERENCE INFORMATION

SCHOLARSHIPS

Synova Associates and conference sponsors will be granting tuition scholarships for nurse leaders to attend the Neonatal Leadership Forum. The scholarship application deadline is November 15, 2024. If accepted, you commit to attend the event.

ACCREDITATION

The 2025 NICU Leadership Forum is approved for approximately 17 contact hours through Abbott Nutrition Health Institute. The pre-conferences will be awarded contact hours depending on the length of the program.

METHOD OF PAYMENT

Payment may be made online using Visa, Master Card or American Express. Hospital checks will be accepted if received by March 8, 2025. Registration fees must be received by the registration deadlines in order to receive the discounted rates. Payment should be made to Synova Associates, 13425 Marquette Ave, Elm Grove, WI 53122. Tax ID: 27-3903686.

CANCELLATION AND SUBSTITUTION POLICY

All cancellations, requests for refunds and substitutions must be made in writing to mgehl@synovaassociates.com, based on the following criteria:

- Cancellations requesting a refund or transfer credit: Must be received in writing by March 8, 2025. A processing fee of \$100 will be deducted from each refunded registration. No refunds will be granted after March 8, 2025.
- Attendee substitutions: Must be received in writing at any point before the conference begins.

PROGRAM CHANGES

Synova reserves the right to make necessary changes in speakers, topics or schedule. Please see synovaassociates.com for the most up-to-date agenda.

QUESTIONS?

Please contact Melissa Gehl at mgehl@synovaassociates.com or 414-394-3675.



HOTEL AND TRAVEL

Westin La Paloma

3800 E Sunrise Dr. | Tucson, AZ

HOTEL ACCOMMODATIONS

The 2025 NICU Leadership Forum will be held at the Westin La Paloma.

The Westin La Paloma Resort & Spa is a AAA Four-Diamond hotel in the middle of the Sonoran Desert. With staggering views of the Santa Catalina Mountains, activate your sense of adventure with a stroll through Sabino Canyon. The resort balances activity with leisure, offering dynamic workspaces at our full-service business center and five outdoor pools with cabanas, chaise lounge chairs and shimmering waterfalls. The Westin La Paloma completed a 26,000 sq ft renovation of the main restaurant and lobby in September 2024.

Book now at <https://book.passkey.com/e/50932066>

Room rate is \$219/night (plus tax, resort fee is waived)

Reservations must be made prior to April 10, 2025; rooms will be available as space allows.

Hotel reservation policies:

- Please note that the hotel has a seven (7) day individual cancellation policy. If a guest needs to cancel their reservation, they will need to do so at least seven (7) days prior to their arrival date to avoid a penalty.
- An Early Departure Fee of one (1) night room & tax that will apply to any attendee checking out prior to their original checkout date.

AIR AND GROUND TRANSPORTATION

Tucson International Airport (TUS) is the closest airport to the conference center.

Rental cars, taxis and ride share services are available.

