

Progress Notes

President's Message—

Generational Diversity within PeriOperative Practice

Happy New Year!

Generational diversity, including workforce differences in attitudes, beliefs, work habits, and expectations, have proven challenging for many periOperative nurses. Developing our skills to view generational differences through a different lens will allow us to flex our leadership style, enhance quality/productivity, reduce conflict, and maximize the contributions of all members on the periOperative team! As many of you know, today's nursing workforce is made up of nurses from four different generational cohorts. These four generational cohorts consist of Veterans, Baby Boomers, Generation X, and Millennials.

The veterans were born between the years of 1925-1945. They grew up during difficult times with life experiences that included World War II and the Great Depression. The economic and political uncertainty which they experience has led them to be hard working, financially conservative, and cautious. Veterans value the lessons of history. When faced with new challenges, they look to the past for insight into what has worked and what hasn't. They tend to be loyal to their work environment and they feel seniority is important to advance in one's career. How many Veterans work in your periOperative environment? What valuable lessons about periOperative nursing have they shared with you?

The Baby Boomers were born between the years of 1946-1964. They grew up in a healthy post-war economy. Nuclear families were the norm and they were encouraged to value their individualism along with expression themselves creatively. Did you know the Baby Boomer generation is currently the largest cohort in the periOperative nursing? Did you know these generations of nurses are known for their strong work ethic and they define their self worth on the evaluation of others? Not to mention many of these nurses are eligible for retirement around 2010.

Generation Xers were born between the years of 1963-1980. They've experienced changes within the American family. As a result of increased divorce rates, many members of Generation X were raised in

single parent households. This was the first generation where both parents were likely to work outside the home and many were raised as "latchkey" children. They've had experiences including exposure to massive corporate layoffs which has led them to value self reliance and work-life balance. Does this sound familiar? These groups of individuals like to have fun. How many of them work in your periOperative environment? Need more of them?

The Millennial Generation of nurses were born between the years of 1980-2000. They are currently the second largest generational cohort in our population! They've been raised in a time where violence, terrorism, and drug became realities of life. They've been raised by parents who nurtured and structured their lives, not to mention they are drawn to their families for safety and security. Millennials are a global generation and accept multiculturalism as a way of life. These groups of individuals have grown up with technology and instant communication as always being a part of lives. Interesting enough, Millennials represent the smallest cohort in the PeriOperative nursing work force; however, the numbers of Millennials are growing! With that being said... Colleagues, We Have Work To Do!!!

Here are a few suggestions as we continue to work in our diverse workplaces:

- Seek to understand each generational cohort
- Develop a generational sensitive styles to effectively coach, mentor, and motivate others
- Develop a communication style that best accommodates all generational differences
- Capitalize on generational differences, and use these differences to enhance the work of the perioperative team

With all that being said...Promote Our PeriOperative Practice and Preserve Our Future!!!!

Juanakee Pearson-Ceol MS, RN
President AORN of Central Ohio 3603

Inside this issue:

President's Message	1
Kay's Corner—Legislative	2
Sponsor "Thank You"	2
Event Flyer—Jan 08	3
Member Spotlight	4

Special points of interest:

- January's Issue is an abbreviated version. Expect a full newsletter in February.
- Cardinal Health comes through for AORN again. See Page 2
- Kay keeps us current on concerns for all nurses! Page 2
- Tales from the Bush! Page 3



Kay's Corner—Legislative Update

—Kay Ball, RN MSA, CNOR, FAAN

Legislative Priorities 2007 - 2008 Legislative Priorities

AORN maintains that every surgical patient deserves a periOperative registered nurse in the operating room throughout the surgical procedure and actively promotes laws and regulations to ensure the supervisory presence of the professional RN in the periOperative setting both at the state and federal levels. AORN will seek support from the Center for Medicare and Medicaid Services (CMS) and other regulatory bodies to ensure that the RN in the circulating role is continually protected for patient safety.

Preserving and Protecting the Perioperative Nurses' Scope of Practice
AORN will preserve and protect the Perioperative Nurses' Scope of Practice at the state level by working with the appropriate regulatory and legislative bodies for language regarding education, certification, registration/licensure, supervision, roles, responsibilities and duties. AORN will monitor, evaluate, and respond to any proposed legislative initiatives by allied health care professionals that may affect the periOperative nursing scope of practice and profession.

RNFA Financial Reimbursement
AORN will monitor and continue to evaluate a U.S. congressional initiative to amend current laws or regulations to

Sponsor Thank You

Cardinal Health sponsored the Holiday/ December event once again this year. They provided a delicious dinner and multitude of desserts for us to enjoy. We want to take some space to thank them for their commitment to AORN.

Our meeting at the Cardinal Health International HQ building was a great way to end the year. We held our usual Auction to raise funds for AORN, and it was incredibly successful. Many people had fun and got to take home

secure Medicare reimbursement for the services of RNFAs. AORN will investigate, analyze, and respond to opportunities at the state level to ensure reimburse-



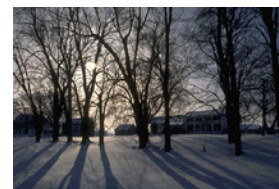
ment for RNFAs by third-party payors.

Supporting Workplace Safety and Patient Safety Initiatives

Priorities for the 2007-08 year

AORN will protect the health and safety of nurses in the periOperative setting by supporting legislative and regulatory initiatives that create and maintain a safe periOperative work environment that promotes safe patient care. AORN encourages legislative and regulatory efforts to establish an accountable, trusting patient safety culture that reflects individual and collective values, beliefs, behaviors, and skills in the operating room at the state and federal levels.

These Legislative Priorities have been extracted from the AORN web site at <http://www.aorn.org/PublicPolicy/AORNAdvocacy/LegislativePriorities/RN> as Circulator - KB



Special Thanks to Cardinal Health for the Educational Offering too!

their winnings. The beautiful quilt created by Annette and Paula, was auctioned off to the winner for over \$200. Those proceeds were donated to the Mid-

Ohio Food Bank.

Thank you all for everything!

Read Kay Ball's monthly section to keep current on all of the legislative news that effects the nurses of Central Ohio!

January Event



**Safari
Theme —
Wear yours
and join the
fun!**

AORN OF CENTRAL OHIO
PRESENTS

**EXTRAORDINARY CASES FROM
AFRICA**

PRESENTED BY

*Dr. Walter B.
Hull*

Assistant Professor, OB/GYN,
Ohio State University

JANUARY 8, 2008

St. Ann's Hospital
Women's Pavilion Suite 171

6:30 Sign in &
Refreshments

6:50 Brief Business
Meeting

7:00-8:15 Main
Presentation



Contact hours for this continuing nursing education activity have been applied for through the Association of periOperative Registered Nurses, Inc., an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Activities that are approved by AORN are recognized as continuing education for registered nurses. This recognition does not imply that AORN or the ANCC Commission on Accreditation approves or endorses any product included in the presentation.



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Caregivers Coming
Together



January Member Spotlight

- Kim Dillon RN

WHO are you?

Kathy Enright

WHAT are you?

I am a wife, a mother, a grandmother, and a Registered Nurse.

WHEN do you work as a nurse?

I work 40+ hours a week-the plus hours can be evenings or nights.

WHY are you a nurse?

Nursing has afforded me the opportunity to be a patient advocate and to integrate my nursing knowledge with critical thinking while providing patient care.

WHERE do you work?

I work @ MCSA's in the operating room.

HOW about sharing your thoughts on making New Years Resolutions with your fellow AORN members?



Each month we will feature a different member of Central Ohio AORN. Look here in future issues.

I do not make many New Years Resolutions as any time during my daily life, if I feel changes need to be made, I make them right then and there.

Thank you Kathy! Happy New Year to you and all of the Central Ohio AORN members!

- KD