



# ITNS Board Leadership Competencies

- 1. Knowledge of the Association:** Having and using knowledge of systems, situations, pressures, and culture inside the organization to identify potential organizational problems and opportunities; perceiving the impact of decisions on other components of the organization through
  - Understanding and using organizational policies and systems to solve problems
  - Anticipating impact of actions on other groups
  
- 2. Developing, Communicating, and Sustaining a Vision:** Creating and achieving a desired future state (vision) through influence on organizational values, individual and group goals, reinforcements, and systems by
  - Defining a desired future state
  - Communicating direction with enthusiasm
  - Gaining commitment to vision and values
  
- 3. Integrity/Responsibility/Accountability:** Maintaining and promoting social, ethical, and organizational norms in conducting internal and external business activities by
  - Sharing complete and accurate information
  - Maintaining confidentiality
  - Adhering to policies and regulations
  - Meeting personal commitments and promises
  - Setting high performance standards
  
- 4. Negotiation:** Effectively exploring alternatives and positions to reach outcomes that gain all parties' support and acceptance by
  - Exploring other's needs, concerns, and positions
  - Keeping discussions issue-oriented
  - Seeking win-win solutions
  
- 5. Communication:** Expressing ideas effectively in individual and group situations (including nonverbal communication) adjusting language or terminology to the characteristics and needs of the audience through
  - Expressing thoughts clearly
  - Soliciting ideas, suggestions, and opinions from others
  - Listening to all points of view with an open mind
  
- 6. Teamwork:** Working effectively with team or workgroups or those outside formal lines of authority to accomplish organizational goals; taking action that respect the needs and contributions of others; contributing to and accepting consensus by



- Exchanging ideas freely
- Supporting group decisions
- Putting group goals ahead of individual goals

**7. Leadership and Motivating Others:** Using appropriate interpersonal styles and methods to inspire and guide individuals toward goal achievement; modifying behavior to accommodate tasks, situations, and individuals though

- Focusing on situation, not the person
- Asking for and gaining commitment to action
- Mutually agreeing on accomplishments

**8. Innovation:** Generating creating solutions to work situations; trying different and novel ways to deal with organizational issues and opportunities by

- Approaching job with imagination and originality
- Generating novel solutions
- Suggesting new ways to apply existing knowledge

**9. Judgement/Problem Solving:** Committing to an action after developing alternative courses of action that are based on logical assumptions and factual information; taking into consideration resources, constraints, and organizational value in all decisions by

- Considering alternatives
- Considering all pertinent facts
- Weighing pros and cons or impact of alternatives



# ITNS Board Nursing Competencies

## Administration

Effective administrative leadership requires strategic planning, knowledge of healthcare environments, and business acumen.

- Identification of major goals and objectives for the workgroup and their congruence with those of the larger organization
- Development of action plans to achieve goals and objectives, incorporating an understanding of priorities, assignment of leads, development of timelines, and identification of metrics for success
- Fostering shared decision making with all stakeholders (administrators, advanced practice nurses, staff nurses, patients, and family members)
- Financial decision making, including allocation of resources, staffing decisions, equipment purchases, etc.
- Participation on multi-professional teams to define and advance the role of the transplant nurse
- Participation on committees, councils and teams within and outside of transplant nursing

## Clinical Care

The transplant nurse and transplant coordinator provide expert care for vulnerable and high-risk populations with the goal of optimizing patient outcomes.

- Exhibits strong clinical reasoning capabilities which include clinical decision making, critical thinking, and a global perspective, based on sound nursing skills acquired through a process of integrated formal and informal experience and knowledge of evidence-based guidelines
- Understands and contributes to the science of transplant nursing by possessing a well-developed sense of inquiry, staying abreast of current literature, and by developing clinical questions that demonstrate understanding and application of evidence-based practice
- Interacts with staff and provides coaching at the bedside to coordinate all facets of patient care with the multidisciplinary team
- Facilitates the adoption of change to improve health outcomes through evidence-based practice
- Demonstrates mastery of the principles of family-centered and age-appropriate care, including dignity and respect, information sharing, participation, and collaboration.

## Education/Professional Development

Quality, state-of-the-art educational content and delivery mechanisms are critical to building a competent, educated, and high-functioning nursing workforce. This requires diverse learning



methodologies, modern technologies, and interdisciplinary approaches to knowledge and skills-based training, that is content-rich and in alignment with the transplant nursing core curricula.

- A background in educational design and/or the nursing accreditation system
- Participation in the formal education or mentorship of students and other healthcare professionals
- Experience in the development and dissemination of educational content to diverse audiences using multiple delivery modalities

## Quality Improvement

Transplant nurses have a responsibility to participate in, direct, and advance quality patient care through systematic and continuous actions that lead to measurable improvement in health services.

- Responsibility for or involvement in quality improvement initiatives and programs at the unit, institutional, community, or national level
- Research knowledge based upon best practice and available evidence to continuously improve quality of clinical practice
- Assessment of the relationships among access, cost, quality, and safety and their influence on health care
- Understanding of how organizational structure, care processes, financing, marketing, and policy decisions can impact the quality of health care
- Knowledge of variations in practice and experience implementing interventions to ensure quality

## Research

Transplant nurses' contribution to the cultivation and advancement of basic and clinical research is imperative for the future of health care and nursing. This scientific inquiry typically uses an organized approach or design (qualitative, quantitative or mixed methods) to provide answers to the research question or to develop knowledge.

- Thorough understanding of nursing research development, process, and translation into the practice setting
- Critical analysis and integration of scientific evidence from nursing, social sciences and medicine to improve nursing practice and patient care outcomes
- Leadership in scientific inquiry independently and/or in partnership with other researchers to provide evidence for bedside practitioners
- Leadership in the planning and execution of multidisciplinary scientific inquiry
- Dissemination of current and new evidence to the transplant audience through publication, media or other methods

## 2020 Strategic Priority Skills

**Mentoring and Leadership Development:** Engaging individually and/or encouraging others to pursue new skills through professional development activities, mentoring, or coaching.

- Mentor for a novice nurse
- Participation in hospital leadership development activities; such as chairing a committee, or leading an orientation, serving as a charge nurse
- Experience with formal leadership training as a participant or instructor

**Experience Developing Transplant Nursing Resources:** Providing clinical knowledge that leads to the development or advancement of transplant nursing standards, evidence-based practice, or transplant products and services.

- Serving as an editor, contributing author, or reviewer on a scholarly publication
- Providing expertise to industry, hospitals, or allied health organizations or associations
- Developing nursing or patient education and training
- Serving on a certification board or as faculty for a certification review course

**Financial Literacy:** Experience engaging with budget, resource allocation, and/or administration within your workplace setting.

- Creating and maintaining a budget
- Understanding of investing and savings practices from an organizational perspective
- Providing financial oversight

## Multi-Representational Competencies

- Age
- Ethnicity
- Gender
- Geographic