Leadership Development

Managing people effectively requires a basic understanding of human nature—your own and others—and of a dynamic, complex world around you. With a focus on communication skills, you can convey your strategic vision and propel your unit/organization ahead.

Managers are not the only ones who need to lead. Good leaders influence the mindset and actions of others that will benefit individuals at all levels. Leaders need to find the right balance between traditional top-down approaches to leading and collaborative/distributed approaches. As the leader, your words will be repeated, broadcasted, commented on and critiqued. So every message you deliver could be a real opportunity for you and your team. This workshop will emphasize the need for you to develop a personal strategy for leading and strengthening your presence and presentation for more optimal performance of all.

In this interactive workshop you will:

1. Explore your personal leadership style: visionary, relationship builder, process oriented, results oriented.
2. Discuss common challenges of nurse managers, and through analysis of case study scenarios, explore strategies for dealing with challenges using best available evidence.
3. Examine evidence-based practices for promoting nursing professionalism: self-care of the nurse, work-life balance, healthy work environments, and resource identification to assist in building a nursing career.
4. Explore concepts of intra and inter-professional communication and teamwork, collaboration and conflict resolution, delegation and supervision, workforce motivation, organizational and unit strengths, and change processes.

Joyce Palmieri, RN, MS, CHPN, is the Assistant Vice President of Clinical Services for MJHS Hospice and Palliative Care

and

Marilyn Bookbinder, RN, PhD, FPCN, Director of Quality and Performance Improvement, MJHS Institute for Innovation in Palliative Care

Joyce Palmieri, RN, MS, CHPN, is the Assistant Vice President of Clinical Services for MJHS Hospice and Palliative Care serving the metropolitan area and Nassau County. Prior to her position at MJHS, Joyce has held several leadership positions in hospitals and community settings in NY, leading new programs and services being developed in hospice and palliative care. She was the Director of Patient Services for the Visiting Nurse Service Hospice of Suffolk and Nurse Manager of Beth Israel Medical Center’s – Continuum, Jacob Perlow Hospice, with the Department of Pain Management and Palliative Care. She was a Director of Patient Services for a licensed Home Care Agency, acting as the Corporate Compliance and HIPAA Officer. She received her Master’s of Science degree from St. Joseph’s College, NY. Ms. Palmieri has been elected to serve on the national board of directors for the organization for Certification of Hospice and Palliative Nurses, now
titled the Hospice and Palliative Care Credentialing Center. Joyce is an active member of the Palliative Care Planning Committee for Molloy College.

**Marilyn Bookbinder**, RN, PhD, FPCN, is Director of Quality and Performance Improvement at MJHS, the Institute for Innovation in Palliative Care. Her previous clinical positions include Director of Nursing and Quality in the Department of Pain Medicine and Palliative Care, Mount Sinai Beth Israel and Director of Nursing Research at Memorial Sloan-Kettering Cancer Center. Dr. Bookbinder received her masters’ degree and doctoral education in Nursing Research and Theory Development from New York University. She has lectured and published nationally and internationally on the topic of implementing guidelines and building evidence-based practice through the Quality Improvement process. She is an active member of the Oncology Nursing Society and Hospice and Palliative Care Nursing Association (HPNA) Advanced Nursing Research Groups. She is Adjunct Associate Professor teaching Continuous Quality Improvement at the Wagner School of Public Service, New York University. Dr. Bookbinder’s research funding in pain and palliative care includes a New York State Department of Health grant to create and test the widely used “Palliative Care for Advanced Disease (PCAD) Pathway: Unit Reference Manual” to improve end-of-life care in the imminently dying inpatient; improving screening of cancer-related fatigue; testing quality models for building evidence-based practice; evaluating the sustainability of a nurse practitioner to provide home-based palliative care for the underserved frail elderly in New York City; and developing web-based nursing education related to symptom management at end-of-life. She recently completed a study to validate a Chart and Key-Informant Audit Tool for Quality End-of-Life Care for measuring the quality of care provided to dying inpatients. Dr. Bookbinder was named a Fellow in Palliative Care Nursing (FPCN) on March 1, 2010. She received the New York Renfield Nursing Excellence Award for Nursing Leadership, Beth Israel Medical Center in 2013 and was a NY/NJ Nurse.com nursing excellence GEM Award regional FINALIST in the Advancing and Leading the Profession category in 2014.