

ENA TEAM TALK

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Key Dates

March 10 - DEI Staff Council Meeting - 11 a.m. via [zoom](#)

March 15-16 - Spring ENA Board of Directors Meeting - San Diego

March 23-24 - Academy of Emergency Nursing Board at ENA Headquarters

A Word from Nancy

As we all know, with change comes great opportunity, and with last week's announcement of our new organizational alignment, it has been exciting to see our team embracing the new changes and building new opportunities.

There is a clear energy in the way teams are already coming together to build new ways of collaborating with the shared goals of growing ENA and its impact. Even at this early stage of transitioning departments into new divisions and leaders taking on new roles and responsibilities, fresh perspectives are already emerging about how we all can improve in areas of new opportunity, while excelling to even higher levels in areas where ENA is already doing great things.

What is most impressive to me is that while this change is ongoing, nothing has slowed down ENA's momentum in serving our members and the emergency nursing community. Look at the exciting projects and initiatives underway right now: planning for Day on the Hill and Emergency Nursing 2023, the debut of the new membership structure, the launch of ENA Workwell Solutions, LLC, new educational products and, later this year, the roll out of the new AMS - one of the most significant operational improvements to assist in driving ENA's growth - just to name a few.

Although that's only a sampling of what's happening right now, please know I appreciate how the entire staff continues to come together to make a difference for our members every day. Our culture comes to life in amazing ways with every project and initiative we take on to expand ENA's impact.

Collaboration and excellence within, and amongst, our teams remain the most important ingredients of our success. As we all continue to embrace change and new opportunities, I'm looking forward to the many incredible accomplishments ahead that will showcase the strengths of our teams and ENA.

HR Updates

Pay for Performance - People Leader Reminders

- Additional compensation guidance can be found in the manager tools link within ADP.
- People leaders will have conversations with employees about performance, salary adjustments and total rewards between March 6-10.

Welcome to the Team

Karen Jaeger joined ENA as a senior financial analyst on Feb. 21. Prior to ENA, Karen worked in various capacities, most recently as an account specialist in The Joint Commission's Business Operations Analyst Center for Transforming Healthcare Division where she was responsible for the preparation of financial deliverables including budget, projections, variance report analysis, volume projections, revenue projections and financial analyses. She previously worked for Schneider Electric as the senior accountant handling its accounting function and serving as the liaison for 150 foreign affiliates. Welcome to ENA, Karen!

Julie Arnold joined ENA as a senior talent acquisition specialist on Feb. 13. Previously, Julie worked for CareerBuilder where she advanced through the ranks to

Now Hiring

ENA continues to grow, and the HR team is happy to share the following exciting opportunities:

- [Executive Assistant](#)
- [Education Coordinator](#)
- [Communications and PR Specialist](#)
- [Product Manager](#)
- [Software Engineer](#)

If you're interested in a role, submit your resume and [application](#) to [HR](#). If you know someone who is qualified, encourage them to apply via [ADP Applicant Tracking System](#). You can also help ENA recruit by posting on LinkedIn using #WorkAtENA.

Interest Groups

Check out the list of available groups by scanning the QR code below:



become a senior talent acquisition recruiter. At CareerBuilder, Julie was responsible for all facets of the recruitment life cycle including the development and implementation of strategic talent solutions. In addition to talent acquisition, Julie also created social media recruitment campaigns which resulted in increased talent management efficiencies and employee retention. Welcome to ENA, Julie!

Follow the Flame - If you know someone who demonstrates ENA's core values and culture attributes, nominate them for a Follow the Flame Award. The 2nd Quarter deadline for nominations is March 2.

The nomination form can be found at: <H:\COMMON\Human Resources\ADP Documents\Follow the Flame>

Email completed nomination forms to: humanresources@ena.org

Interest Group Spotlight - BeerNA University - Thank you to everyone who came out for the inaugural BeerNA University Field Trip on Feb. 9! The club visited a local brewery, Mikerphone, where all of their brews are inspired by music. Favorites include: Hey Mambo, Mambo Italiano!, Off the Record, The Black IPA Parade and Blueberry Rich Girl, just to name a few. Stay tuned for upcoming field trips to other local breweries. All are welcome to attend! - **Lauren Hamm**

Book Club - The Book Club is currently focused on romance reading for the month of February. March's topic will be self-development. If you are interested, Book Club meets on Teams every other week. - **Mariana Ruiz**

New Interest Group! - Leadership Exploration with Awesome People (LEAP)

Purpose: Leadership Exploration with Awesome People is an interest group focused on creating a space for shared learning to advance individual leadership growth and development. The sponsors will advise group members in the selection of topics and speakers for lunch and learns, webinars, learning opportunities and other specific events. This Interest Group will collaborate with Human Resources to inform program development based on feedback and insights shared by the LEAP interest group.

A person always doing his or her best becomes a natural leader, just by example.

JOE DIMAGGIO
New York Yankees Outfielder & Hall
of Fame Baseball Player

The Interest Group will collaborate with Human Resources to develop a framework for professional development topics in three major categories:

- Advanced Technical Topics - Building on the expertise and experience of professional skills and develop a more in-depth understanding of a topic.
- General Industry Topics - New equipment and software, new developments in standards and practices and introductions to new vendors.
- Enhanced Professional Skills - Building a professional network, establishing a mentor/mentee relationship, how to make the most of LinkedIn, etc.

Any full-time ENA staff member is welcome and encouraged to join LEAP regardless of leadership status.

Coming Soon - Be on the lookout for more new interest groups which will be announced in the near future. Meanwhile, the ongoing interest groups are hard at work on a March event.

Check [Workplace](#) for lots of new and interesting information regarding interest groups.

Department Highlights

Business Development - The Business Development Team attended the AHA Rural Health Care Leadership Conference this week in San Antonio with the goal of connecting with rural hospital leaders to educate them on what ENA has to offer.

We continue to see significant interest in ENA Triage Curriculum. Recently, Tuba

City Healthcare in Arizona purchased 35 licenses, Palo Alto VA in California purchased 30 licenses and Community Memorial Hospital in Minnesota purchased 24 licenses. - **Andy Karsen**



Education - Last week, ENA held two webinars for the Emergency Nurse Residency Program. One was for current program directors/educators to share what ENA is working on for the next phases of the program and to get their feedback. The second was an informational session for prospective hospitals considering the program. More than 50 people registered for the informational session. - **Monica Kolbuk & Andy Karsen**

The Education Program Development team recently visited Advocate Lutheran General Hospital to help train their preceptors in anticipation of starting the ENRP. Greta & Monica successfully trained 15 new preceptors to kick things off. - **Monica Kolbuk**



ENA Workwell Solutions, LLC - Linda Tomczynski joined ENA this week as the new senior director of operations for ENA Workwell Solutions, LLC. She will report to Terrence Sykes and be responsible for building and executing all operational functions - strategically and tactically - of ENA's new subsidiary business, including working to build out systems and functions as the organization grows. Linda has more than 20 years of experience in operational and strategic roles that focused on business, analytics and marketing. Previously, Linda served as the chief of staff at the American College of Healthcare Executives and worked as the senior director of industry and analytics operations at the American College of Chest Physicians. Welcome to the ENA family, Linda! - **Terrence Sykes**



Foundation - The ENA Foundation has launched its annual staff challenge with a goal of raising \$20,000 to send 38 ENA members to San Diego for Emergency Nursing 2023. A gift of ANY amount helps make a difference - we hope you will join the challenge by making a donation using [this form](#).

All staff who participate will be entered into a raffle. Those who select an ongoing payroll deduction will be entered into the raffle twice. Stay tuned to hear about the amazing prizes that will be raffled off!

The deadline to submit the form is March 3. Completed forms should be emailed to Lise at lise.jinno@ena.org. If you choose to pay by check, drop it off at Lise's office or mail to the ENA Foundation at 930 E. Woodfield Road, Schaumburg IL, 60173. Contact [Lise Jinno](#) with any questions. - **Lise Jinno**



Meeting Services - Next week, ENA will announce to members and its partners a date change for Emergency Nursing 2023 in San Diego - Sept. 21-23. These dates do not include Sept. 24, which has previously been a half day. The schedule has been adjusted to add more education on Sept. 21. The number of CNE hours will be the same as, if not more than, last year. The Experience Hall hours for exhibitors have not changed and the General Assembly's dates remain unchanged - Sept. 20-21. Please reach out to the Meeting Services team with any questions. - **Jamie Garcia**

ENA's leading advocacy event, Day on the Hill, will be held May 2-3 in Washington, D.C., and at a new hotel, the Crystal Gateway Marriott. The program will feature engaging congressional speakers, education and training about ENA's current legislative priorities, social media, a mock congressional meeting activity and networking opportunities. ENA leaders should contact their state council president to request a spot. Registration opens in early March. - **Krista Lebrun**

Staff Recommendations

- Movie - [Top Gun: Maverick](#) (Paramount +) - **Morgan Wietecha**
- Book - [The Devil in the White City](#) by Erik Larson - A mystery set against the backdrop of the 1893 Chicago World's Fair. Lots of Chicago history including the hunt for serial killer H.H. Holmes. - **Sharon Graunke**
- Book - [The Savvy Ally: A Guide for Becoming a Skilled LGBTQ+ Advocate](#) by Jeannie Gainsburg - **Matt Dominis**