



Reactivation and Reimagination

Preparing Nursing Leadership for Post-COVID Decisions

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How do we prepare our Leaders for Post-COVID Decisions?

- Obstetric, Pediatric/Neonatal & Anesthesia Medical Leaders
- MCH Nurse Leaders incl. L&D, Maternity, NICU/SCN, Pediatrics
- ED, Security & EMS Services
- Office Practice Re-openings w/Provider Office Managers
- Parents/SO/Medical Team Shared Decision Making
- Telehealth, Zoom, Interpreter Services
- DCF, City Health Depts., Health Centers, Police & Firefighters



Reactivation Considerations

Healthcare Financial Recovery - post-pandemic \$\$\$

- Governor Baker – as MA re-opens...
- Reactivation of Services
- Will we need the same services or will there be a catastrophic cuts for expense reduction purposes?
- Furloughed Staff – reduce FTE's or back to business as usual?
- Healthcare NEEDS to remain in a constant state of readiness?



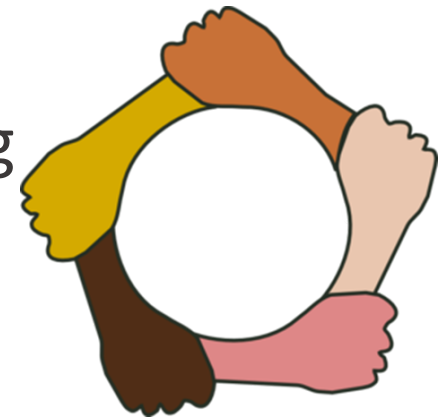
- Other pieces to the puzzle -

- Care Teams – concept or remain intact?
- Universal COVID Testing at its best! How long will the tests last? Then what?
- PPE – hospitals & provider office practice needs – pressure on organizations and state to provide.
- Visitors Policies – do we reopen or continue to limit?
- Will there be a second round of COVID, and what will it look like?
- Identify inefficient use of resources part of inpatient care – testing, LOS, consultations



Clinical concerns? Anyone?

- Who all is seeing an increase in *severe pre-eclampsia* – in COVID negative pts regardless of race or ethnicity? Some orgs are collecting samples – saliva, blood, placenta's, urine.
- Increase in PP Hemorrhages?
- Pediatric Multi-system Inflammatory Syndrome?
- What about an increase in newborn readmissions with fevers and/or dehydration d/t early discharges?
- Offering telehealth only for those BF mothers, and/or telehealth Pediatric Provider visits?



Resilience is Contagious

Top 10 Most Contagious Leader behaviors:

1. Energy and enthusiasm.
2. Continuous improvement and a desire to exceed expected results.
3. Desire to take on challenging goals.
4. Willing to go above and beyond.
5. Inspiring others to high levels of effort.
6. Willing to challenge standard approaches.
7. Asks for feedback from others.
8. Makes an effort to improve based on feedback.
9. Being a role model.
10. Quickly recognize where change is needed



Folkman, Joseph (May 2020)

<https://www.forbes.com/sites/joefolkman/2020/05/25/10-critical-behaviors-that-improve-resiliency/#25dfd1552989>

Re-Imagination

- Unbelievable collegial connections internally and externally – how do we use this moving forward?
- Using data to drive clinical decisions – always!
- What methods of communication have we used?
 - Ring Doorbells, Telemedicine, Zoom
- What worked?
- How do we “better” communicate?
 - Zoom
 - Telemedicine – the good, the bad and the ugly?



Thank you!

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