



# Leading Powerfully to Effect Positive Change: The Transformational Power of Nurses in Challenging Times

Marie O. Etienne, DNP, APRN, FNP, PNP, D. Min. (h.c.), PLNC, FADNL

As we approach Nurses Week 2025, I want to address all Florida nurses and remind them of the American Nurses Association (ANA)'s theme: "The Power of Nurses" and how we can collectively harness our strengths and courage to strengthen the nursing workforce. We can and will achieve greater things when we put our minds, knowledge and skills together to effectuate positive change.

In today's rapidly evolving healthcare environment, marked by global crises, health disparities, and increasing complexity, the need for compassionate, culturally competent, and collaborative leadership is more pressing than ever. According to the American Association of Colleges of Nursing (2021), nurses who represent the largest segment of the healthcare workforce are uniquely positioned to lead transformational change that improves patient outcomes, enhances experiences, and strengthens healthcare systems.

## The Transformational Power of Nurses

I take this opportunity to thank the esteemed Board of Directors, Willa Fuller, RN, Executive Director, and the amazing Staff of FNA for creating a positive work environment and ensuring that we maintain the fiduciary responsibility of the organization. I asked to attend the Inaugural Equity in Nursing hosted by the American Nurses Enterprise, and was supported by the Finance Committee with the stipulation that I would share lessons learned and take-aways with members of FNA. It was truly an honor and privilege to have participated at this Inaugural Summit

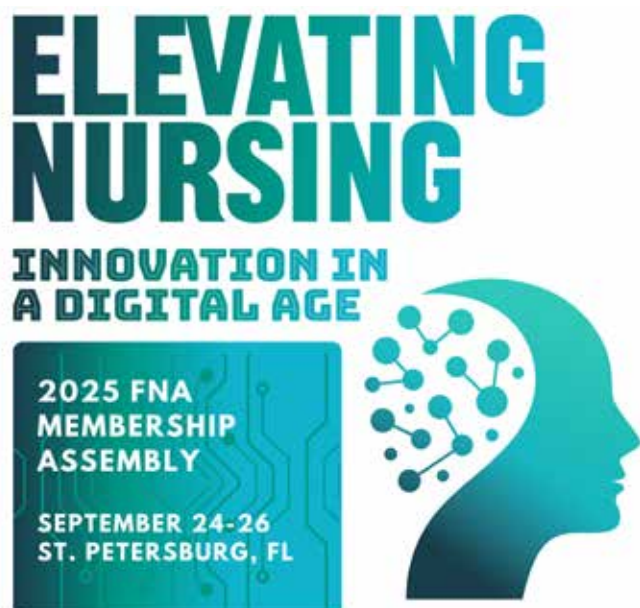
entitled "Equity in Nursing: A Summit for Change" which brought indelible and inspiring nurse leaders across the nation in Washington, DC, February 26th-28th, 2025. The purpose of this action-driven forum was dedicated to tackling racism and advancing equity in nursing. We engaged in meaningful and crucial conversations highlighting real-world successes and set clear and meaningful goals for change/progress.

Day one was quite powerful with an inspiring opening and welcome remarks by the esteemed nurse leader - Katie Boston-Leary, PhD, MBA, MHA, RN, NEA-BC, FADLN, Senior Vice-President, Equity & Engagement for American Nurses Enterprise. Listening to the unforgettable remarks from the Honorable Sarah McBride, U.S. House of Representatives on the importance of having equal access to healthcare for all and how important it is to stay true to ourselves when advocating for policy change and fighting for Justice. Dr. Tina Loarte-Rodríguez, Executive Director, CT Center for Nursing Workforce and Author, Founder & CEO of Latinas in Nursing and Uché Blackstock, MD were interviewed with such passion and dedication, resonated deeply with me!

Day 2 was more intense as we were eager to learn more about the Plenary presentation entitled "Ending U.S. Health Inequities: Reimagining Clinical and Social Care through Nurse Driven Models of Service Provision" by Vincent Guilamo-Ramos, Executive Director, Institute for Policy Solutions, John Hopkins University. This session exposed some of the hidden truths about the data on health disparities and social determinants of health. We addressed Cultural and Systemic Change in Nursing and Advancing Nursing Research: Bridging the Gaps for Including Care and more panel discussion on Breaking Barriers: Empowering Men in Nursing; and the power keynote address: Everything, Everywhere, All at Once by Dr. Beverly Malone, President and CEO of the National League for Nursing was quite inspiring. Day 3 commenced with an incredible Keynote & Fireside Chat by Dr. Elliott Currie, Professor, University of California Irvine who was interviewed by Dr. Kenya Beard, Inaugural Dean and CEO of Mercy University School of Nursing. I participated in the breakout session of ANA's Racial Reckoning: A journey to Equity in Nursing. This session was lively and engaging since many attendees have faced racism in nursing. It was an opportunity to share a safe space for professional growth. This summit gave me a sense of fulfillment and urgency to do more. We will continue to transform nursing by advocating health policies that improved access and outcomes. I look forward to the continued dialogue at the next summit soon.

Nurses are at the frontline of care, bridging the gap between pa-

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tients and the broader health system. Their close engagement with patients gives them unique insight into health challenges and opportunities for innovation. Transformational nurse leaders inspire others through vision, advocacy, and evidence-based practice, helping to create cultures of safety, inclusivity, and continuous improvement (Wong et al., 2013). Leadership in nursing is not defined solely by title, but by the ability to motivate teams, challenge the status quo, and advocate for policies that drive equitable, patient-centered care.

## Culturally Competent, Compassionate Leadership

Culturally competent care is critical in diverse healthcare settings. It involves recognizing and respecting cultural differences in communication, beliefs, and health practices, thereby promoting equity and inclusion (Campinha-Bacote, 2011). Nurses who lead with cultural competence and compassion not only improve communication and trust but also reduce health disparities and improve outcomes. Compassionate care has been linked to lower levels of patient distress, higher satisfaction, and better adherence to treatment plans (Sinclair et al., 2017).

## The Role of Nurses in Interprofessional Collaboration

Effective interprofessional collaboration where healthcare providers across disciplines work together has been shown to reduce errors, improve patient satisfaction, and enhance health outcomes (Reeves et al., 2017). Nurses are pivotal in fostering this collaboration by coordinating care, facilitating communication, and ensuring all voices are heard in care planning. Such collaboration also reduces burnout among healthcare workers and enhances team morale, leading to a more resilient workforce (West et al., 2016).

## Impact on Patient Outcomes and Experience

Nurses who lead with empathy and inclusivity improve not only clinical outcomes but also the overall patient experience. Evidence shows that patient-centered care, supported by nursing leadership, is associated

with reduced hospital readmissions, fewer adverse events, and higher levels of patient engagement (Institute for Healthcare Improvement [IHI], 2020). These outcomes reinforce the value of nurse-led initiatives and interprofessional efforts that prioritize holistic, individualized care.

## Conclusion

In challenging times, nurses have demonstrated that leadership is not confined to a role it is an action rooted in care, competence, and courage. Through culturally competent, compassionate care and strong interprofessional collaboration, nurses are leading the charge in transforming healthcare. Their impact reaches beyond the bedside to shape systems, policies, and communities, making them powerful agents of change in the journey toward equity, quality, and excellence in healthcare. ■

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# 2025 IPN/FNA Annual Virtual Conference

## EVENT DETAILS



Friday, June 27, 2025



8:30 AM to 2:00 PM, EST



Support@ipnfl.org



Contact hours provided by  
Florida Nurses Association  
(FNA)

CE Provider # 50-3103



Registration ends June 13<sup>th</sup>, 2025

## WHO SHOULD ATTEND?

- Advanced Practice Registered Nurses
- Registered Nurses
- Licensed Practical Nurses
- Certified Nursing Assistants
- Healthcare Professionals
- Employers
- Human Resources
- Treatment Providers
- Therapists

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