I solemnly pledge myself before God and in the presence of this assembly, to pass my life in purity and to practice my profession faithfully. I will abstain from whatever is deleterious and mischievous, and will not take or knowingly administer any harmful drug. I will do all in my power to maintain and elevate the standard of my profession, and will hold in confidence all personal matters committed to my keeping and all family affairs coming to my knowledge in the practice of my calling. With loyalty will I endeavor to aid the physician in his work, and devote myself to the welfare of those committed to my care.

Florence Nightingale Pledge

This modified "Hippocratic Oath" was composed in 1893 by Mrs. Lystra E. Gretter and a Committee for the Farrand Training School for Nurses, Detroit, Michigan. It was called the Florence Nightingale Pledge as a token of esteem for the founder of modern nursing.

Finding Joy in Your Work!
Presented by Margo Karsten, PhD, MSN, RN

Best Patient Care
Best Place to Work

This invitation is for all nurses in recognition and honor of Nurses Week 2013.

Thanks for all you do. You are appreciated.
Margo A. Karsten, Ph.D., MS, BSN

If you heard someone call Margo Karsten a positive deviant, you might think she'd take some measure of offense. Not a chance.

Positive deviance—the theory that in every community there is a group experiencing uncommon success without having any material or knowledge advantages—is something Margo has always embraced. “I think I was just born this way,” she says. “As a leader, at every engagement, I always went in looking for what was good in an organization. Even in a dark place, there’s some light. I look for that light—that good—and try to extend it across the culture of the hospital.”

She’s been a leader at all levels—CEO/President, COO/VP, CNO, director—in several hospitals, and at every one her focus on working with people—leading them, listening to them—instead of commanding them has paid off, both personally and for the organization. “It’s so rewarding to bring everyone in the room and unleash their creativity. You ask them to make a difference, and they do—but you have to invite them in.” And in every case, that difference could be measured: in ROI, improved patient outcomes, and employee satisfaction. “It’s not the technical work,” she says. “Everyone can do that. The important thing is building trust, and understanding people.” That urge to understand people is what drove Margo to earn a Ph. D. in Human Resource/Organizational Development at Colorado State University (she has her Master’s in Nursing Administration from the University of New Mexico, and her BSN from the University of Minnesota). Her soaring energy inspires the people she works with, and her sincerity ensures that when she says “All of us add equal value. Titles are not important,” people believe her, and trust her, and feel free to make suggestions, think of creative solutions, and collaborate to achieve greater success than they’ve known. “Our job as leaders is to tap into everyone’s strengths, so they can be expressed,” she says. The result is a hospital staffed by a team of caring and dedicated employees, one where patients and families are treated with respect, and one where the organization’s finances run in the black. Now that is positive deviance.

Margo lives in Colorado.

Areas of Focus:
- Culture
- Leadership development at all levels
- Patient safety and quality
- Productivity and staffing
- Pursuing excellence: Magnet® and Malcolm Baldrige®

Please choose your session:
- Session I 0800 - 0930
- Session II 1130 - 1330 (combined program & Daisy Award Presentation)
- Session III 1430 - 1600

To ensure enough seating and refreshments, please return this registration form to Deb Nunley c/o the Office of the CNO by Friday, May 3, 2013.

CEU’s have been applied from ANCC.

Please print:

________________________________________
Name
________________________________________
Address
________________________________________
City State Zip
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Employee ID #
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Phone Number (day number)