



# Inflection Point Coaching

Helping Leaders align passion to purpose!

## Coaching Case Study:

### Nursing Executive Navigating a New Culture

#### The Background

- The Organization: Mid-size regional health system in the Northwest
- The Coachee: Nurse executive creating new nursing excellence function

#### The Challenge

- Innovative nursing leader moved from leading academic medical center to smaller regional player in conservative area
- Was hired by CEO to create nursing excellence function to support education, protocols, shared governance, and nursing informatics
- Existing nursing leadership and CNO was not completely aligned with direction

#### The Objective

- Regain confidence in decision making and organizational strategy
- Stay true to core leadership and personal values while moving the organization forward
- Explore new ways to navigate difficult supervisor and colleague interactions
- Build relationships and alignment with key colleagues in the medical system

#### The Coaching Engagement

- Completed leadership values exercise to cement 4-5 core leadership values
- Explored how to build buy in in the system while navigating critical supervisor relationship
- Role-played critical conversations and interactions
- Explored internal triggers that reduced confidence in decisions and created plan to overcome them

#### The Outcome

- Coachee moved forward with critical decisions while ensuring that CNO was aligned and celebrated for the success
- System increased scope of team with new resources and business focus
- Coachee ultimately left the system for larger role at a larger medical center that supported her values and need to innovate