

NWONL 2025 Annual Conference - Leading with Purpose: Impacting our Future Together

Event Agenda

Sunday, May 18, 2025 at 3:00pm PT - Tuesday, May 20, 2025 at 12:00pm PT

i All times listed in Pacific Time (US & Canada).

Sunday, May 18, 2025

2:00pm - 5:00pm

Registration Open

Obtain badging and conference materials prior to the Sunday events.

3:30pm - 5:00pm

Title: Building Healthy Work Environments: An interactive discussion on what it means to build respect, collaboration and well-being where nurses and patients thrive.

Council Chair and Co-Chair: Nancy Wiederhold DNP, RN, CMSRN, Charlotte Wimer MSN, RN, OCN and Claire Grant MSN, RN, CENP, NE-BC, CCRN.

Join us for an interactive session exploring key components of the Healthy Work Environment Standards (AACN). Learn through engaging discussions and real-world examples about prioritizing open communication, meaningful recognition, strong leadership and a commitment to teamwork. We'll examine key factors that impact workplace culture, patient care, and nurse well-being. Come away with fresh perspective and inspiration to foster a more supportive and effective work environment.

5:00pm - 7:00pm

Welcome Reception & Networking Dinner Social

Kick off the NWONL Annual Conference with an evening of connection and conversation alongside nurse leaders from across the Northwest. Enjoy socializing and networking over tasty appetizers, refreshing beverage and a welcoming atmosphere and get inspired for the conference ahead.

Monday, May 19, 2025

7:30am - 9:00am

Registration & Exhibit Hall Open

Start your conference experience by picking up your badge and conference materials before the main events begin. Explore the Exhibit Hall, where you can connect with industry-leading corporate partners, discover innovative solutions, and engage in valuable conversations that support your professional growth.

8:00am - 9:00am

Breakfast

Enjoy an energizing breakfast buffet featuring a variety of hearty and healthy options. Then enter a relaxed atmosphere to connect with fellow attendees, share insights, and prepare for a day of engaging sessions.

9:00am - 10:30am

Kickoff Session: Turn the Ship Around!

Andy Worshek, Expert on Intent-Based Leadership.

1.0 CE Credit

Join Andy Worshek, leadership expert and former U.S. Navy Master Chief, as he shares the groundbreaking Intent-Based Leadership model that transformed the USS Santa Fe from the Navy's worst-performing submarine into one of its best. Featured in the bestselling book, Turn the Ship Around!, Worshek's insights on empowering teams, fostering accountability, and building leaders at every level is an inspiring example for nurse leaders as they empower their own teams.

10:30am - 11:00am

Morning Break & Exhibit Hall Touring

11:00am - 12:30pm

The Connection Advantage: Empowering Teams, Transforming Care

Moe Carrick, Expert on Healthy Workplaces, Leadership Development and Igniting Sustainable Change.

1.0 CE Credit

Nurse leaders, it's time to lead differently.

The pressures are real: workforce shortages, disengagement, burnout, and the relentless demand for exceptional care. But leadership doesn't have to mean carrying it all alone. In fact, when done right, it can be the most rewarding, purpose-driven work you'll ever do. In this high-impact session, Moe Carrick delivers both inspiration and real tools to help you lead with confidence, clarity, and connection. You'll walk away with The Connection Advantage™, a framework built on practical, proven methods to strengthen trust, reduce friction, and build resilient teams. This isn't just another leadership talk: it's a hands-on, application-driven session that will leave you with immediately actionable tools to transform your team, strengthen your leadership, and elevate patient care. Because great leadership isn't about doing more - it's about building connected, accountable, compassionate teams.

What You'll Gain:

- + The Heart Habit™ – A powerful practice for navigating emotions, fostering trust, and creating psychologically safe workplaces.
- + The Monthly Meet-Up™ – A simple, structured approach to ongoing performance conversations that drive engagement and accountability.
- + Team Agreements – A game-changing tool to set clear expectations, reduce drama, and build team cohesion.

12:30pm - 2:00pm

Extended Lunch, Exhibit Hall Touring, Poster Abstract Session

Recharge with amazing lunch options, spend meaningful time learning the shared value potentials with our curated exhibitors and engage with peer leaders presenting on programs and research.

2:00pm - 3:00pm

Problem Sharing Versus Problem Solving: Building Interdependence

Facilitate by Moe Carrick, joined by Nancy Wiederhold DNP, RN, CMSRN and Cindi Warburton DNP, FNP.

1.5 CE Credits

Leadership is never a solo act. In a profession that demands resilience, adaptability, and deep human connection, the most effective nurse leaders don't lead alone—they depend on their peers, seek feedback, and develop the skills to coach their teams through challenges. This interactive and reflective workshop creates space to pause, reset, and refine your leadership approach in a safe, collaborative environment alongside fellow nurse leaders. Together, we will explore how coaching, peer support, mentoring, and shared accountability can transform the way you lead. This is more than a leadership workshop - it's a chance to reconnect with your purpose, build a network of trusted peers, and walk away with actionable strategies to lead with confidence, clarity, and support. Because great leadership isn't done alone - it's built together.

What You'll Gain:

- + Understand the Key Differences: Learn how mentorship focuses on wisdom sharing and guidance, while coaching is geared toward inquiry based growth and behavior change.
- + The Power of Peer Support – Why great leadership isn't about having all the answers, but about leveraging collective wisdom and creating a culture of trust, reflection, and continuous learning.
- + Coaching as a Leadership Skill – Learn how powerful questions, active listening, and real-time feedback can build confidence and problem-solving capacity in your team.
- + Real-World Application – Engage in hands-on exercises to strengthen your ability to navigate challenges, foster team resilience, and create an environment where everyone thrives.

3:00pm - 3:30pm

Afternoon Break

3:30pm - 4:30pm

Real Talk About the Hard Stuff: Honestly Navigating Critical Relationships

Facilitated by Moe Carrick and joined by regional executive nurse leaders.

1.5 CE Credits

In today's high-pressure healthcare environment, nurse leaders must lead through complexity, navigate conflict, and maintain critical relationships - even when tensions are high and stakes are even higher. Whether facing labor union strikes, difficult team dynamics, or other high-stakes challenges, the way leaders engage in these moments shapes trust, collaboration, and long-term success. This interactive, no-BS session is about leading through conflict with clarity, confidence, and connection. Through real-world examples from nurse leaders who have successfully managed tension without damaging relationships, we'll explore practical, research-backed strategies to navigate the toughest conversations, find common ground, and keep people engaged, even when perspectives are deeply divided. This session isn't just about managing problems, it's about becoming the kind of leader who can navigate the hardest conversations with grace, wisdom, and impact. Join us to build the confidence and skills to turn even the toughest moments into opportunities for collaboration and connection.

What You'll Gain:

- + Navigating High-Stakes Relationships – Learn how to maintain trust and professionalism in challenging situations, like labor negotiations and organizational change.
- + Mastering Conflict Resolution – Get hands-on strategies for defusing tension, fostering dialogue, and finding solutions that work for everyone.
- + Real Talk That Builds Trust – Explore how to communicate hard truths without alienating, offending, or triggering defensiveness.
- + Leading with Strength & Empathy – Walk away with practical tools to lead through conflict while strengthening relationships and team cohesion.

5:30pm - 8:00pm

Savor the Spirit of the Northwest BBQ

After a day of insightful sessions and leadership inspiration, it's time to kick back, connect, and indulge in the flavors of the Pacific Northwest! Join us for an evening celebration where smoky BBQ meets fresh local fare, and good company meets great fun.

What's on the Menu? Mouthwatering BBQ with a Northwest flare and beverages to match

What to expect? Wear your favorite Northwest outfit (hiking? Biking? Lumberjack? BBQ-Chic? It is all good and all welcome.

This is your chance to unwind, laugh, and celebrate the incredible community of nurse leaders that makes NWONL special.

Tuesday, May 20, 2025

7:30am - 8:30am

Breakfast

Enjoy a hearty Northwest-inspired breakfast featuring fresh local flavors, hot coffee, and great company.

This is your chance to soak in the connections you've made, swap final takeaways, and set your intentions for bringing new insights back to your teams. Whether you're an early riser ready to chat or savoring a quiet moment with a cup of coffee, this breakfast is the perfect way to wrap up an incredible conference.

8:30am - 9:30am

NWONL Meeting of the Membership and Annual Awards

NWONL Board Leaders & Regional Affiliate Leaders

Our Board leaders recognize the 2025 Award winners followed by NWONL report to the membership.

Hear from leaders from the Center of Nursing, Boards of Nursing and regional affiliates to provide updates and answer your questions about nursing workforce and healthcare advancement from across the region.

9:30am - 10:00am

Morning Break

10:00am - 11:30am

Don't Crack Under Pressure

Susan Stacey, RN, MBA, FACHE, Chief Executive Providence Inland Northwest Service Area

1.0 CE Credit

Nursing leadership is a balancing act—strategic decision-making, supporting teams, managing crises, and driving change, all while trying to stay resilient yourself. The pressure is real, but cracking under it isn't the only option. Learn practical strategies to manage stress, build emotional endurance, and lead with confidence—even in the toughest moments.

11:30am - 12:00pm

Closing Session & Adjournment

Our 2025 Nwonl Board leaders close our conference with key take-aways, next steps and our collective call to action.