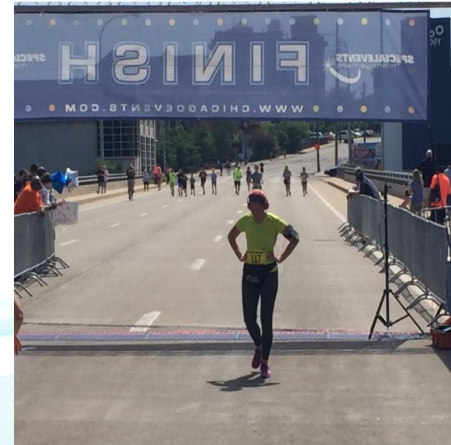


Exploring Career Paths – Where You Can Go

Amanda “Mandy” Hale, DNP, MBA, RN, CNN
Vice President of Nursing, DaVita



About Me

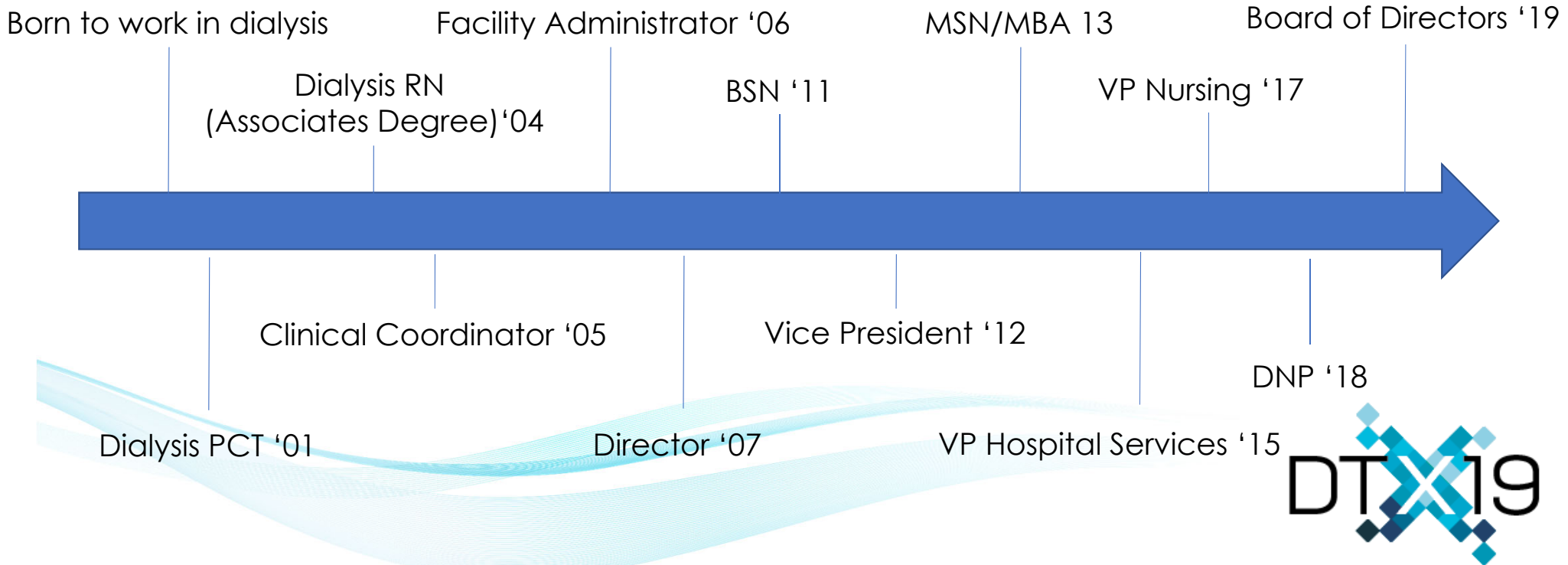


Born to Work in Dialysis



DTX19

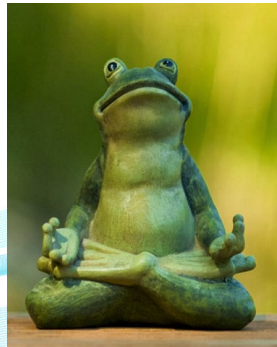
My Personal Journey



Part 1: Self-Care

- Health
- Time management

"If you want to invest in something with minimum risk and a guaranteed return, invest in yourself"



Care for your body

- Eat nutritiously
- Exercise
- Sleep well



Care for your mind

- Balance life and work
- Be aware of compassion fatigue and burnout



Time Management

- Use a calendar for EVERYTHING
- Plan your days (exercise, errands, kid time)
- Eat the frog!

"Time is what we want most and what we use worst." – William Penn



Table Talk

- How do you practice self-care?
- What should you start or stop doing?



Part 2: Aspirations

- Set goals
- Remind yourself of goals
- Take responsible risks

"At any given moment we have two options, to step forward into growth or step back into safety."

-Abraham Maslow



SMART Goals

- Specific
- Measurable
- Achievable
- Relevant
- Time due

GOALS



Goals, goals everywhere!

- Written reminders
- Vision boards
- Tell others!



Take Responsible Risks

- Identify barriers
- Pair identified barriers with solutions
- Or my style... “Say yes. You’ll figure it out afterward.” -Tina Fey



Table Talk

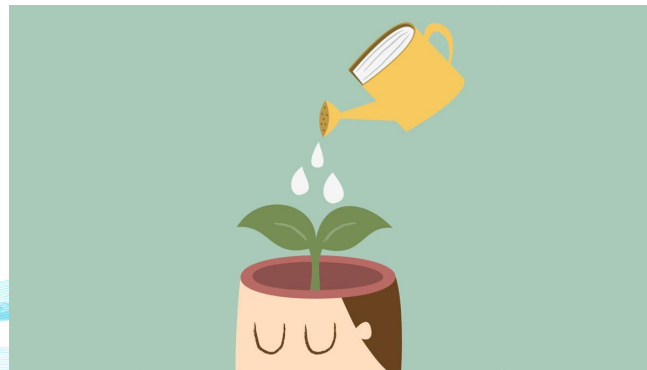
- What are your aspirations?
- What's holding you back?



Part 3: Advance Professional Practice

- Learn. Learn more. Then learn more.
- Form your Board of Directors

"Everyone you will ever meet knows something you don't." –Bill Nye



Learning

- Professional organizations ✓
- Conferences & seminars ✓
- Coworkers and physicians
- Journals
- Books
- Classes
- Podcasts



Your own Board of Directors

- Mentor(s)
- Individuals to encourage you to dream and hold you accountable!



Table Talk

- What activities are you involved in to advance your professional practice ?
- Who should be on your board?



Part 4: Next Steps

- Growth in current role
- Promotion/lateral moves



"The secret of getting ahead is getting started." –Mark Twain



Growth in Current Role

- Continuously improving skills
- Preceptor
- Champion roles
- Different modalities
- Subject matter expert

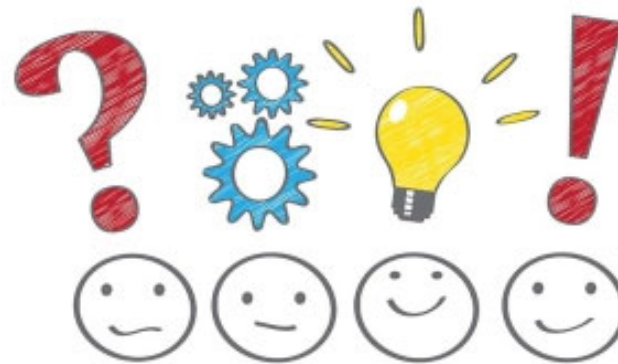


Promotion/Lateral Move

- Preparation
 - Partner with recruiting
 - Freshen resume
- Follow passion
 - Clinical leadership
 - Operational leadership/management
 - Biomedical
 - Analyst
 - Corporate roles



Questions and comments?



What are you going to do when you get back to your unit?

- How are you going to perform self-care?
- How are you going to advance your professional practice?

