



## Unlocking Leadership Potential: Navigating Complex and Dynamic Workplaces

Minneapolis Marriott Northwest  
Brooklyn Park, MN

*This spring conference will provide leadership tools and strategies that will strengthen and support nurses in formal and informal leadership roles*

**REGISTRATION OPEN NOW – April 7, 2025**

# Unlocking Leadership Potential: Navigating Complex and Dynamic Workplaces

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## REGISTRATION FEES

### Early-bird Pricing – available until 5:00 pm on March 16

\$339.00 MOLN Member  
\$499.00 Non-Member  
\$200.00 Student Member

### After March 16 at 5:00 pm

\$439.00 MOLN Member  
\$599.00 Non-Member  
\$200.00 Student Member

Join MOLN today and save on conference registration fees.  
Become involved with a leadership-focused nursing organization!

Visit <https://members.moln.org/event-calendar> or <https://bit.ly/4hMVfoZ>  
to register online. You may also scan the QR code below with your mobile device.



*No registrations are accepted after April 7, 2025.*

Group rates of 5 or more will receive an additional \$20.00 off per person.

\*\*\*Must contact MOLN for a discount code before registering\*\*\*

[office@moln.org](mailto:office@moln.org)

## CANCELLATION

Registration fees, less a \$50 cancellation fee, are refundable if notice is received by March 16, 2025. If you cannot attend, you may choose to send someone in your place; however, discounted member rates cannot be transferred to non-members. Registrations cannot be shared or split.

You must contact [office@moln.org](mailto:office@moln.org) with any attendee changes.

If you have special health, mobility, or dietary needs,  
please contact [office@moln.org](mailto:office@moln.org) prior to attending the conference.

## Call for Abstracts – Evidence-Based Practice Projects & Research

If you would like to submit an abstract for consideration, please visit the MOLN website for submission requirements and deadlines or contact the MOLN Office at [office@moln.org](mailto:office@moln.org)

### AUDIENCE

The conference is specifically designed for chief nursing officers, nurse managers, directors, advanced practice nurses, nurse educators, clinical nurse specialists, registered nurses, and student nurses. Any nurse interested in leadership topics is also welcome to join us.

### NETWORKING

The MOLN Spring Leadership Conference is a wonderful opportunity to engage with your colleagues in the Minnesota nursing community. More than 200 nurse leaders representing more than 100 hospitals, clinics, universities, and healthcare organizations will come together at the conference.

### CHECK-IN/REGISTRATION

Registration will open Wednesday, April 16 from 5:00 PM–7:00 PM and again Thursday morning. Conference check-in will be located in the Minnesota Pre-Function Area, near the meeting rooms utilized for the event. A check-in/help table will remain open at the hotel throughout the conference.

### DISCLOSURES

#### Successful Completion

Participants must pre-register, check-in on both days, participate in all educational sessions, and complete the online evaluation to receive a certificate of completion.

#### Relevant Financial Relationships

No relevant financial relationships were identified for any member of the planning committee or any presenter/author of program content.

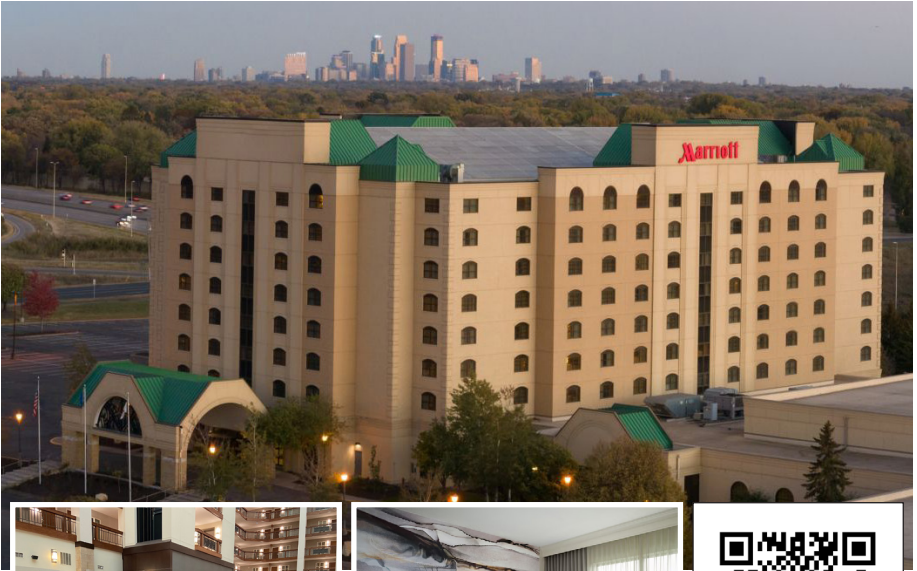
### NURSING CREDITS

Participants meeting the successful completion requirements will receive  
**10.25 contact hours.**

*This activity has been submitted to the Midwest Multistate Division for approval to award contact hours. The Midwest Multistate Division is accredited as an approver of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.*

## CONFERENCE VENUE

Minneapolis Marriott Northwest | 7025 Northland Drive North | Brooklyn Park, MN 55428



<https://bit.ly/4aPtycU>

Conveniently situated just 15 minutes from downtown Minneapolis, Minneapolis Marriott Northwest is a premier all-suite hotel and full-service meeting and event venue. Enjoy modern American dining and cocktails at Wadsworth, the onsite restaurant, or explore Brooklyn Park restaurants near the hotel like Granite City Food & Brewery, P.F. Chang's, and Pittsburgh Blue. Maintain your active lifestyle at the refreshing indoor pool and 24/7 fitness center. During your stay, enjoy easy access to attractions like the Shoppes at Arbor Lake, Guthrie Theater, and more in the neighboring cities of Brooklyn Center and Maple Grove.

**Sleeping rooms** have been blocked for the Minnesota Organization of Nurse Leaders at the Minneapolis Marriott Northwest (an all-suite hotel) for April 16 and 17 at a rate of \$149.00 plus taxes for Double and King Suites. Self-parking is complimentary.

Sleeping rooms can be reserved online by visiting Minneapolis Marriott NW Room Block (<https://bit.ly/4aPtycU>) or by calling the hotel directly at 763.536.8300 identifying yourself with the MOLN room block.

*Reservations must be made on or before **March 25, 2025**. Reserve your room today!*



## THURSDAY DINNER OPTIONS



### Granite City Food & Brewery

Granite City Food & Brewery is a polished, casual restaurant with an on-site brewery, with award-winning hand crafted micro-brews. Granite City is passionate about creating fresh menu items from scratch and uses its patented brewing process to deliver the best brews. The restaurant also showcases an open kitchen featuring chef developed, handcrafted made-from-scratch cuisine, including innovative signature entrees, flatbreads and more.

<https://www.gcfb.com>

**P.F. CHANG'S**

**P.F. Chang's**

P.F. Chang's family-friendly chain offering creative takes on Asian fare in a striking space.

<https://www.pfchangs.com>

**PITTSBURGH  
BLUE**

**Pittsburgh Blue**

Pittsburgh Blue is a classy chophouse featuring hand-cut steaks & seafood plus happy hour & a less expensive bar menu. Located in the heart of downtown, Pittsburgh

Blue serves wet-aged beef, hand-cut by master butchers, along with super-fresh seafood and the city's best burgers. Join us for dinner nightly, and for daily Happy Hour beginning at 4pm every afternoon

<https://pittsburghbluesteak.com>



**Wadsworth Restaurant**

Savor American dining with a contemporary twist at Wadsworth, a Brooklyn Park restaurant located at the Minneapolis Marriott Northwest, offering a selection of beers and cocktails in a social setting.

<https://places.singleplatform.com/wadsworth-restaurant/menu>

*Additional restaurant options are available in the Brooklyn Park area.*

## Pre-Conference - Wednesday, April 16, 2025

MOLN Board of Directors Meeting – Lake Michigan Room • 5:00 – 7:00 pm

Exhibitor Set Up • 7:00 – 9:00 pm

### AGENDA • DAY ONE

Thursday, April 17, 2025

6:30 AM – 8:00 AM	Attendee Registration Check-In at Minnesota Pre-Function Area Breakfast Exhibitor Networking
8:00 AM – 8:15 AM	Welcome <i>Presenter: Kim Pearson, MSN, CNML, MOLN President</i>
8:15 AM – 9:15 AM	Discovering Our Innate Potential <i>Presenter: Bethany von Steinbergs, MA</i>
9:15 AM – 9:45 AM	Networking Break Visit Exhibits
9:45 AM – 11:00 AM	Dare to Lead – The Principles of Daring Leadership <i>Presenter: Bethany von Steinbergs, MA</i>
11:00 AM – 11:30 PM	AONL 2025 Regional Update <i>Presenter: Joel Moore, DNP, RN</i>
11:30 PM – 12:45 PM	Luncheon Mentor/Mentee Lunch Exhibitor Networking
12:45 PM – 1:45 PM	Collective Bargaining and Negotiations <i>Panelists: Melissa Fritz, DNP, RN, ACNS-BC, CENP, FAONL; Margaret Kalina, PhD, RN, FACHE; Caroline Njau, MBA, BSN, RN, NEA-BC; Maria Raines, MS, APRN, ACNS-BC; and Wendy Ulferts, MA, MBA, RN</i>
1:45 PM – 2:45 PM	<b>BREAKOUT SESSIONS</b>  A. Bone Break: A Hot Debrief Tool to Reduce Second Victim Syndrome for Nurses <i>Presenter: Tasha Flicek, DNP, RN</i>  B. The New Essentials: AACN's 2021 Core Competencies for Professional Nursing Education <i>Presenter: Susan L. Huehn, PhD, RN, MSN</i>  C. Shine and Rise <i>Presenter: Michelle Wieser, MBA, PhD</i>
2:45 PM – 3:00 PM	Networking Break Visit Exhibits
3:00 PM – 4:00 PM	District Guided Networking
4:00 PM – 5:30 PM	Exhibitor/Attendee Social <i>Exhibitors will be available. Cash Bar &amp; Light Appetizers provided</i>

Poster Viewing Session

*Poster presenters will be setup near their displays to address questions*

**5:30 PM**

Evening On Your Own - *see dinner options in the area*

## AGENDA • DAY TWO

**Friday, April 18, 2025**

<b>6:30 AM – 8:00 AM</b>	Attendee Registration Check-In at Minnesota Pre-Function Area Breakfast
<b>7:00 AM – 8:00 AM</b>	CNO/Dean Breakfast
<b>8:00 AM – 9:00 AM</b>	MOLN: State of the Organization & Legislative Update <i>Presenter: Kim Pearson, MSN, CNML, MOLN President</i>
<b>9:00 AM – 10:30 AM</b>	Cultivating a Healthy Workforce by Rejecting Bullying and Incivility: Strategies for Healthcare Leaders <i>Presenter: Renee Thompson DNP, RN, FAAN, CSP</i>
<b>10:30 AM – 10:45 AM</b>	Break
<b>10:45 AM – 11:45 AM</b>	Innovate! Generate! Accelerate! Inspiring Yourself and Others to New Heights of Innovation and Creative Problem Solving <i>Presenter: Linda Larsen, MFA, CSP, CPAE</i>
<b>11:45 AM – 12:45 PM</b>	Luncheon
<b>12:45 PM – 1:45 PM</b>	Staying Right Side Up When Everything is Upside Down <i>Presenter: Linda Larsen, MFA, CSP, CPAE</i>
<b>1:45 PM – 2:00 PM</b>	Summary and Close

### CNO/Dean Breakfast

Friday, April 18 from 7-8:00 am MOLN will be hosting a special breakfast for CNOs/ Deans/VPs of Nursing and other executive leadership in attendance at the conference, where the group will discuss issues/topics pertaining specifically to the executive role. Watch for a special invitation by email from the MOLN President before the event. We hope you will be able to join us!



DON'T MISS OUT  
**EARLY BIRD  
DISCOUNT!**

**EARLY BIRD DISCOUNT**  
**Ends March 16**

REGISTER NOW AT:

<https://bit.ly/4hMVfoZ>



## MEET THE PRESENTERS



**TASHA FLICEK**

DNP, RN

Nurse Manager, Inpatient Physical Medicine and Rehabilitation and Instructor in Nursing, Mayo Clinic College of Medicine and Science.



**MELISSA FRITZ**

DNP, RN, ACNS-BC, CENP, FAONL

Chief Nursing Officer, Park Nicollet Methodist Hospital/HealthPartners.



**SUSAN L. HUEHN**

PhD, RN, MSN

Nursing Department Chair, St. Olaf College, Northfield, Minnesota.



**MARGARET KALINA**

PhD, RN, FACHE

Chief Nursing Officer/Director of Patient Services, Alomere Health.



**LINDA LARSEN**

MFA, CSP, CPAE

Former Social Worker, Trial Consultant, Critically Acclaimed Author, BSW, MFA, Certified Professional Speaker (CSP) and winner of the CPAE Speaker Hall of Fame® award.



**JOEL MOORE**

DNP, RN

Chief Nursing Officer at MercyOne Genesis in Davenport, Iowa & AONL District 6 Rep – Iowa.



**CAROLINE NJAU**

BSN, RN, NEA-BC

Senior Vice President, Patient Care Services/  
Chief Nursing Officer, Children's Minnesota.

### SAVE THE DATE!

#### MOLN 2025 FALL LEADERSHIP CONFERENCE

October 23 – 25, 2025

Duluth Entertainment Convention Center  
Duluth, MN

Watch our website [moln.org](https://moln.org) for details!



## MEET THE PRESENTERS



**KIM PEARSON**

MSN, CNML

Administrator, Essentia Health,  
Superior, Wisconsin.



**MARIA RAINES**

MS, APRN, ACNS-BC

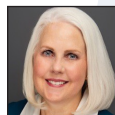
Vice President and Chief Nursing Officer,  
University of Minnesota Medical Center &  
Masonic Children's Hospital, MHealth Fairview.



**RENEE THOMPSON**

DNP, RN, FAAN, CSP

CEO and Founder, Healthy Workforce Institute,  
Oldsmar, Florida as well as International  
Speaker, Author, Consultant.



**WENDY ULFERTS**

PhD, RN, FACHE

Vice President of Patient Care/CNO, North  
Memorial Health.



**BETHANY VON STEINBERGS**

MA

Founder, Flourish Consulting LLC.



**MICHELLE WIESER**

MBA, PhD

Strategy Lead, QS Quacquarelli Symonds and  
Adjunct Faculty, MBA and Undergraduate  
College, Saint Mary's University of Minnesota..

MOLN is an organization that facilitates professional development for a wide range of nursing leaders across Minnesota. These leaders are found in hospitals, clinics, schools, home care, public health, and private industries. The professional development committee works hard to provide a variety of speakers to influence and impact many different types of leaders. We also strive to tap into speakers from within our organization and speakers who are known locally, nationally, and internationally.



Nurses shaping  
the future of  
healthcare

## WHAT TO WEAR

Smart casual, comfortable clothing is the suggested attire for the conference. Please also remember that meeting rooms are typically colder than a normal business environment, so we recommend dressing in layers.

## EVENT PHOTOGRAPHY NOTICE

Conference attendees may be photographed by MOLN or business associates and may be used in future publications or marketing materials related to the learning activity. Attending the conference indicates your understanding and acceptance that photographs may be used.

## CONFERENCE EVALUATION

Conference attendees must complete the electronic conference evaluation by May 20, 2025 in order to receive a certificate of completion. A link to access the survey through the event app will be emailed at the completion of the conference.

## EXHIBITS

Plan to visit our exhibitors throughout the day on Thursday. Make sure to bring lots of business cards to share. Please take the time to stop by each table, their support makes our conferences possible.

## BROOKLYN PARK ACTIVITIES

Visitors to Minneapolis Northwest (the cities of Brooklyn Center and Brooklyn Park) are lucky to have the buzz of the Twin Cities right in their backyard while still enjoying the convenience of a suburban community and comfort of a true vacation. We're located about ten minutes from downtown Minneapolis, which makes for an easy drive in and out of the city.

Looking for something fun to do while in Brooklyn Park?  
Below are a few fun, family-friendly options for you in the area:

- **Bowlero Brooklyn Park** <https://www.bowlero.com/location/bowlero-brooklyn-park>
- **Mall of America** <https://www.mallofamerica.com>
- **Minneapolis Sculpture Garden** <https://walkerart.org/visit/garden>
- **Science Museum of Minnesota** <https://new.smm.org>
- **Topgolf** <https://topgolf.com/us/minneapolis>
- **U.S. Bank Stadium** <https://www.usbankstadium.com>
- **Walker Art Museum** <https://walkerart.org>

## SCHOLARSHIP FUND

MOLN will be hosting a Silent Auction throughout the day on Thursday, April 17. Baskets will be open for bidding throughout the day, until the close of the Auction at 5:30 pm. Come ready to bid on some fabulous auction items to raise funds for MOLN Scholarships. Cash, Check and Venmo accepted. Winners will be contacted via text and items/baskets will be available for pick-up Friday morning, April 18. All items must be picked up prior to the end of the conference.

See you in the Fall!



# MOLN BOARD OF DIRECTORS

## PRESIDENT

**Kim Pearson, MSN, CNML**

Administrator, Essentia Health – Superior, WI

## PRESIDENT ELECT

**Melissa Fritz, MS, RN, ACNS-BC, CENP**

Chief Nursing Officer, Park Nicollet Methodist Hospital/HealthPartners

## SECRETARY

**Brandi Sillerud, DNP, RN, NEA-BC**

Professor/MHA Coordinator, Minnesota State University Moorhead – Moorhead

## TREASURER

**Elizabeth Keating, DNP, RN**

Clinical Nursing Director, Park Nicollet HealthPartners Care Group – Minneapolis

## MARKETING & COMMUNICATIONS CHAIR

**Maggie Hall, DNP, RN, PHN**

Director of Patient Care, Perianesthesia, Abbott Northwestern Hospital – Minneapolis

## MEMBERSHIP CHAIR

**Diane Bankers, MSN, RN**

Chief Nursing Officer Welia Health – Mora

## MENTORSHIP CHAIR

**Heather Gleason, MAN, RN-BC**

Director of Clinical Operations, Health Partners Direct & Regions Hospital – St. Paul

## POLICY & ADVOCACY CHAIR

**Adam Karlen, DNP, RN, NEA-BC**

Clinical Nursing Director, Critical Care, Park Nicollet Methodist Hospital

## PROFESSIONAL DEVELOPMENT CO-CHAIRS

**Lucy Furlong, DNP, RN, BC-NE**

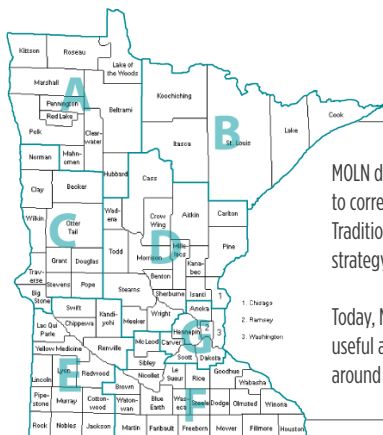
Nurse Manager, Allina Health – Minneapolis

**Bridget Slusarek, DNP, MBA, RN**

## RESEARCH & SCHOLARSHIPS CHAIR

**Pauline Abraham, DNP, RN**

Nurse Education Specialist, Mayo Clinic – Rochester



MOLN divides Minnesota into seven districts. These districts were originally established to correspond with congressional districts and the number of hospitals in each area. Traditionally, facilities would meet within their own districts to solve issues — a strategy that was especially helpful for the greater Minnesota area.

Today, MOLN's districts no longer exactly match congressional districts. They remain useful as regional distinctions to assist MOLN in providing meetings closer to members around the state, rather than holding one statewide meeting for everyone.

## MOLN DISTRICT CHAIRS

### DISTRICT A REPRESENTATIVE

**Shauna Paulson, MS, RN, CNML**

Director of Nursing Inpatient, Sanford Medical Center – Thief River Falls

### DISTRICT B REPRESENTATIVE

**Adrienne Radovich, MBA, RN**

Director of Nursing, Essentia Health

### DISTRICT C REPRESENTATIVE

**Margaret Kalina, PhD, RN, FACHE**

Chief Nursing Officer, Alomere Health – Alexandria

### DISTRICT D REPRESENTATIVE

**Tom Pint, MSN, RN**

Chief Nursing Officer, Astera Health – Wadena

### DISTRICT E REPRESENTATIVE

**Denae Winter, MSN, RN**

Assistant CNO and Manager, Inpatient Behavioral Health Services Avera Marshall  
Regional Medical Centre – Marshall

### DISTRICT F REPRESENTATIVE

**Brittney Dahlen, DNP, RN, CMSRN**

Ambulatory Nurse Manager, Mayo Clinic – Rochester

### DISTRICT G REPRESENTATIVE

**Rebecca McGill EdD, MA, RN**

Director of Clinical and Field Education, School of Nursing and Henrietta School of  
Health Sciences, St Catherine University – Minneapolis



## MOLN MISSION

MOLN's mission is to shape the future of health care by advancing professional nursing leadership. MOLN is passionate about supporting all leadership nursing roles and levels of experience. This conference provides a forum for nurse leaders to gather, discuss, collaborate, and network regarding the future of nursing and healthcare.

We invite MOLN members and non-members to join us for the Spring Conference to network with your peers. Non-Members, we hope you will consider becoming a MOLN Member. For more information about membership and to join online please visit –

<https://www.moln.org/why-join-moln>

