

Connaughton Consulting
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Mary J. Connaughton, RN, MS, founded *Connaughton Consulting* in 1997. She has 30 years of nursing leadership and health care consulting experience specializing in executive coaching, leadership development and strategic planning. Her own leadership practice, regardless of role, has always centered on patients, the practice of nursing and the development and mentoring of individuals and teams. She has maintained a special interest in multidisciplinary work throughout her career. Mary's years in leadership roles fuels a fierce commitment to support health care leaders everywhere to be at their best in service to exemplary patient care.

Selected Services and Clients

Executive Coaching

- Ongoing coaching relationships with CNOs, Directors and Managers in the New England area: 1997-2008
- Nurse leader transition to CNO: coaching & development of year 1 strategic plan
- Coaching role with RWJ Executive Nurse Fellows in support of their leadership development and fellow projects: 1998-2008
- Senior administrators and faculty at MA College of Pharmacy and Health Sciences, MGH Institute of Health Professions and U Mass Boston
- Ravenwood Retreats: customized coaching intensives at a lakeside Maine cottage

Leadership Development

- Design and present "The Practice of Wise Leadership" programs, customized for health care leaders and academic leaders
 - Massachusetts General Hospital
 - Dana Farber Cancer Institute and Brigham & Women's Hospital
 - Northeast Hospital Corporation
 - Yale Hospital System
 - Faulkner Hospital
 - Scottsdale Health System, Scottsdale, Arizona
 - Hebrew Rehabilitation Center
 - Emerson Hospital
 - New England Sinai Hospital
 - Massachusetts College of Pharmacy and Health Sciences
 - Massachusetts Organization of Nurse Executives
 - Massachusetts General Hospital Institute of Health Professions
- Interdisciplinary leadership development and coaching
- Faculty leadership development: MA College of Pharmacy and Health Sciences and U Mass Boston
- Nursing & interdisciplinary leadership and team building retreats
- Team development (executive, middle managers, staff): 1997-2008

Strategic Planning

- Massachusetts Organization of Nurse Executives: 2004-2008
 - Facilitate strategic vision with MONE Board
 - Ongoing support of strategic breakthrough implementation
- Nursing and Patient Care Services Strategic Visioning (Brigham and Women's Hospital; Beth Israel Deaconess Medical Center; Dana Farber Cancer Institute; Massachusetts General Hospital; Northeast Hospital Corporation; Faulkner Hospital)
- Design and implement "An Idealized Environment for Nursing Practice and Collaboration" model at both program and unit level
- Design and facilitate a process to redesign the adult multidisciplinary ambulatory care model: Dana Farber Cancer Institute
- Strategic Planning facilitation Caritas Christi Healthcare System
- Care Delivery Model facilitation: Hebrew Senior Life

MANAGEMENT EXPERIENCE

Massachusetts General Hospital (1986 to 1995)

Chief, Medical and Emergency Nursing Services

Overall management responsibilities for 250 acute general medical and critical care unit beds as well as numerous specialty and ambulatory care services.

Mount Auburn Hospital (1983-1986)

Clinical Director, Medical Nursing

Overall management responsibility: 125 acute general medical & critical care beds.

Beth Israel Hospital (1977-1983)

Head Nurse, Medical Unit

Responsible for the overall management of a 29 bed general medical unit. Accountable for the provision and evaluation of nursing care in a primary nursing system

EDUCATION

University of Michigan: BSN

Boston University: MS in Nursing Administration

PUBLICATIONS

Connaughton M. On the Scene: Beth Israel Hospital. Development of Group Cohesiveness. *J Nurs Adm Q.* 1981; 5 (3): 36-39.

Connaughton M, Hassinger J. Leadership Character: Antidote to Organizational Fatigue. *J Nurs Adm.* 2007; 37 (10): 464-470