

5 STEPS TO ADVANCE MIDWIFERY



1. ACKNOWLEDGE EVIDENCE OF

Burnout and Fatigue
Distancing and Disengaged
Lack of Midwifery Leadership
Unproductive Meetings
Perceived Lack of Value
Frustrated by Institutional Support
YET
Clear Evidence Supporting Better Outcomes
Cost Effective Model of Care



2. IDENTIFY WANTS

Such as: voice and vote, recognized as experts, implement midwifery-led care, represented at all tables, recognition for contributions and options for career advancement.



3. LIST NEEDS

Must have: honest and difficult conversations, all are active in process, shared vision and values, include and embrace diverse viewpoints, time and commitment.



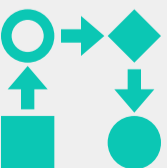
4. CREATE PLAN

Plan a 1-day retreat, be willing to change, agree on Shared Vision and Values followed by a list of Commitments, outline up to 10 steps and timeline



5. COMMIT & IMPLEMENT

Leader designated to be held accountable & supported, place VISUAL display of timeline, commitments and metrics of success, stick with meetings and stay focused on OBJECTIVES



Growth is painful, change is painful, but nothing is as painful as remaining STUCK in apathy where you slowly lose your professional values.