

ANA Enterprise (ANA)

Interim Chief Executive Officer (CEO)

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Organization Overview

The ANA Enterprise is the family of companies comprised of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. ANA is the parent organization to the American Academy of Nursing as well as the ANA Service Corporation, a currently inactive for-profit entity. ANA is a Federated organization with over 50 Constituent and State Nurses Associations (C/SNA's) where ANA members are joint members in their state nurses' association.

The ANA Enterprise leverages the combined strength of each entity to drive excellence in practice and ensure nurses' voices and vision are recognized by policy leaders, industry influencers, and employers. From professional development and advocacy to credentialing and grants, the ANA Enterprise is the leading resource for nurses to equip themselves with the tools, information, and network they need to excel in their individual practices. In helping individual nurses succeed — across all practices and specialties, and at each stage of their careers — the ANA Enterprise is lighting the way for the entire profession.

Position Overview

This is an exciting time for the field of nursing and a critical time for ANA Enterprise to increase its impact on behalf of the profession. The Interim CEO will work closely with the Board and staff to transform the organization and its approach to delivering value to the nursing profession. ANA Enterprise is a \$100 million organization with 300 staff serving 169,000 members. This position also works closely with ANA's Constituent and State Nurses Associations (C/SNAs) to ensure their success.

Designed as an internally focused role, leading the day-to-day operations of an organization of this size and complexity will be the main focus on the Interim CEO role. Direct reports to the position include the Chief General Counsel, Chief Financial Officer, Chief Operating Officer, Chief Nursing Officer, and the Executive Director – American Nurses Foundation.

Beyond that, the Board expects the Interim CEO to focus on several key priorities during this year long role:

Assess the enterprise – Reviewing the strategic plan, the operational plan, staffing structure and relationships with related organizations, the Interim CEO will ultimately transform the organization to become a truly agile enterprise. This will include working together and achieving alignment on a culture of transparency, strategy, risk tolerance, and outcomes between staff, the board of directors, and other constituents.

Revenue diversification – Traditional association revenue streams have been challenged for the past few years and for ANA Enterprise it has been no different. The organization is currently looking at its member engagement strategies ultimately thinking about how it reaches out more broadly to the nursing profession to determine how best to increase the value the profession experiences in the organization.

Champion Diversity, Equity and Inclusion – The Interim CEO will support the National Commission to Address Racism in Nursing and lead ANA’s Journey of Racial Reconciliation. Ultimately the Interim will help ensure that ANA is a more inclusive, diverse, and equitable membership society allowing the nursing profession to meet the needs of all those the profession serves.

Candidate Qualifications

The ideal candidate for Interim CEO would be an executive who possesses a special blend of inspirational leadership, high emotional intelligence, a track record of transforming organizations and an ability to ensure that the tough conversations occur. A strategic orientation, an ability to navigate a complex operating structure, and a results orientation will help ensure success. Ultimately the Interim CEO will develop a roadmap that allows a new CEO to have the data needed to be highly successful.

The Interim CEO will not be a candidate for the regular search when it commences. The interim’s full attention will be to remain focused on preparing data for, and providing input to, the next CEO as they prepare to lead the organization into the future.

Digital Presence

Web: <https://www.nursingworld.org/>

X: <https://twitter.com/ANANursingWorld>

LinkedIn: <https://www.linkedin.com/company/american-nurses-association/>

Facebook: <https://www.facebook.com/AmericanNursesAssociation/>

YouTube: <https://www.youtube.com/user/nursesmatter>

Vetted Solutions

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Vetted Solutions is an executive search firm focused on serving the Board, CEO and senior staff recruitment needs of purpose driven organizations.

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