



# ACCELERATING NURSING, TRANSFORMING HEALTHCARE

A Research Study to Define a Progressive Path Forward for Nursing That Elevates and Prepares the Profession to Lead Transformative Healthcare Change

The COVID-19 pandemic changed the practice and delivery of healthcare in fundamental ways. One of the remarkable transformations was that nurses moved even further toward the center of care, stepping into leadership roles and innovating entirely new models of patient care, staffing, and more. In a [series of studies](#), Johnson & Johnson, [American Nurses Association](#) and the [American Organization for Nursing Leadership](#) set out to better understand the pandemic's effects on the nursing profession and the factors that optimized nurses' impact on improving human health.

What did we find? When nurses are empowered to lead, innovate and practice to their full education, the result is optimized care delivery, improved patient outcomes and, ultimately, stronger health systems. This research will inform a progressive path forward so that nurses are well-prepared to meet escalating needs of the healthcare system.

## OUR RESEARCH EXPLORES THREE TOPIC AREAS

Across [three qualitative studies](#), we interviewed 33 renowned nurses and nurse advocates to capture their experiences, learnings and recommendations for the field. Participants included chief nursing officers, frontline nursing clinicians, leaders, and providers, and executives from public and private healthcare systems, universities, health foundations, technology providers, and more.

The first study focuses on [Care Delivery](#), which underwent significant transformation during the COVID-19 response; it explores the ways in which nurses led patient care amid the pandemic, as well as the new models, patient-centered innovations, and novel delivery systems they engineered.

The second study looks closely at [Organizational Structure](#), including the organizational, operational and collaborative shifts that are occurring to help transform leadership models, staffing and the delivery of care.

The third study considers the [Workforce of the Future](#), including the changes needed to build a stronger, more diverse nursing workforce; foster resiliency and mental health; strengthen academic-practice partnerships; and, more broadly, build for the healthcare systems of the future.

A [national quantitative research survey](#) of 4,000 respondents in 2020 - from nurses and nursing students to physicians, health system administrators and the general public - informed the 2021 qualitative study.

## LEARN MORE

We encourage you to explore this research further and share with your colleagues, as we work together to advocate for, elevate and empower nurses as innovative leaders driving transformational health change.

Find all our research and its supporting content, including case studies from participants and their institutions by clicking the learn more button above. These findings can serve as a relevant, actionable guidebook for nurses and nurse advocates alike to accelerate nursing and transform healthcare delivery.