



CAPITOL CITY SPEAKERS BUREAU

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Kathleen Bartholomew, RN, MN

Travels from: **Washington**

Fee Range: **\$5,001 - \$7,500**

Before turning to healthcare as a career in 1994, Kathleen Bartholomew held positions in marketing, business, communications and teaching. It was these experiences that allowed her to look at nursing from a different perspective and speak poignantly to the issues that effect nurses today.

A registered nurse and counselor, Kathleen has been a national speaker for the nursing profession for the past several years. As the manager of a 57-bed surgical unit in Seattle, she quickly recognized that creating a culture where staff felt a sense of belonging was critical to retention. Throughout the Swedish Medical

Center, Kathleen spoke to the numerous factors which propel our society toward isolation and encouraged staff to connect and value one another. During her tenure as manager, staff, physician and patient, satisfaction improved significantly as she implemented her down-to earth strategies for creating community. Despite the nursing shortage, Kathleen could always depend on a waiting list of nurses and nursing assistants for her unit.

Kathleen's Bachelor's Degree is in Liberal Arts with a strong emphasis on Sociology. This background laid the foundation for her to correctly identify the norms and mores particular to healthcare - specifically physician-nurse relationships and nurse-to-nurse hostility. For her Master's Thesis she authored *Speak Your Truth: Proven Strategies for Effective Nurse-Physician Communication* which is the only book to date which addresses physician-nurse issues. Exceeding marketing expectations, *Speak Your Truth* was well received by staff nurses who could easily resonate with Kathleen's narrative style and "down in the trenches" material. Kathleen consistently captures her audience with the power of story as her participant evaluations illustrate.

In December of 2005, Kathleen resigned her position as manager in order to write a second book on horizontal violence in nursing. The expression, "why nurses eat their young" has existed for many years in the nursing profession (and has troubled many in the profession). In her book, *Ending Nurse to Nurse Hostility* (2006), Kathleen offers the first comprehensive and compassionate look at the etiology, impact and solutions to horizontal violence. With statistics demonstrating that 60% of new grads leave their first position within six months because of some form of lateral violence, this subject cannot be ignored. Kathleen has presented her work at The Honorary Society of Nursing's International Sigma Theta Tau Conference in Vienna, Austria.

Kathleen's passion for creating healthy work environments is infectious. She is an expert on hospital culture and speaks internationally to hospital boards, the military, leadership and staff about safety, communication, cultural change and power. With her husband, John J. Nance, she co-authored, *Charting the Course: Launching Patient-Centric Healthcare*. From the bedside to the boardroom Kathleen applies research to practice with humor and an ethical call to excellence. Everyone that hears her is inspired.



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Kathleen Bartholomew continued

Most Requested Programs...

- Innovative Leadership in the Face of Health Care Reform
- Leading a Patient Safety Culture: Beyond the Statistics
- Healing Nurse-to-Nurse Hostility & Creating Healthy Relationships
- How Professionals Communicate
- Nursing Leadership: "If Not Us, Then Who?"
- Improving MD/RN Relationships: "I'm OK, You're A Doctor: The RN/MD Game"
- Creating Community: The Key to Recruitment and Retention
- A Passion for the Art of Nursing