



The OR Manager Awards honor perioperative leaders who are making strides to better the experience of patients, improve operations, drive innovation, and inspire the next generation of OR leaders.

These awards are invaluable in recognizing the efforts of leaders in the perioperative community. And, submitting for professional awards can offer several benefits, both for individuals and organizations.

Tips for your submission:

- 1. Understand the Criteria:** Review the award criteria thoroughly to ensure your nomination aligns with the specific requirements and focuses on relevant accomplishments.
- 2. Gather Information:** Collect comprehensive information about the nominee's achievements, contributions, and impact. This may include specific projects, results, leadership qualities, and testimonials from colleagues or stakeholders.
- 3. Highlight Achievements:** Clearly outline the nominee's key accomplishments and their significance. Use specific examples, metrics, and outcomes to illustrate the impact of their work.
- 4. Provide Context:** Offer context for the nominee's achievements by explaining the challenges they faced and how they overcame them. This helps to demonstrate their skills, resilience, and ability to excel in challenging situations.
- 5. Use Clear, Concise Language:** Write in a clear and concise manner, avoiding jargon or excessive technical language. Ensure that the nomination is easy to understand and resonates with the award selection committee.
- 6. Include Supporting Evidence:** Supplement your nomination with statistics, testimonials, awards, or other forms of recognition. This adds credibility and depth to your nomination.
- 7. Proofread and Edit:** Before submitting the nomination, carefully proofread and edit the content to ensure accuracy, clarity, and professionalism. Pay attention to grammar, spelling, and formatting to present a polished final product.
- 8. Submit on Time:** Be mindful of the nomination deadline and submit your entry ahead of time to avoid any last-minute issues. Plan your timeline accordingly to gather information, write, review, and finalize the nomination.

Benefits of Awards

Recognition and Prestige: Winning or even being nominated for an award can enhance your professional reputation and credibility. It showcases your expertise, achievements, and contributions to your field or industry, leading to increased visibility and respect among peers, clients, and stakeholders.

Boost to Morale and Motivation: Being recognized for your hard work and accomplishments can boost morale and motivation, both for the individual nominee and the team or organization as a whole. It validates efforts, fosters a sense of pride, and encourages continued excellence.

Employee Engagement and Retention: Recognition through awards can enhance employee morale, engagement, and job satisfaction. It acknowledges their contributions and reinforces a culture of excellence and achievement, which can contribute to higher levels of employee retention and loyalty.



Meet the 2023 Winners

From left, Tracy Hoeft-Hoffman, MBA, MSN, RN, CASC, administrator at Heartland Surgery Center and Ambulatory Nurse Leader of the Year. Gretchen Gannon, BSN, RN, CPAN, SGRN, clinical manager PACU, Endo, and PAT at Newport Hospital and PACU Leader of the Year. Bryanne Harrington, MSN, BSN, RN, CNOR, nurse director operating room at Mass General Brigham-Newton Wellesley Hospital and OR Manager of the Year

Sample Letter of Recommendation

Dear Award Team,

It is my pleasure to write this letter of recommendation for the OR Manager of the Year Award on behalf of Jane Doe, RN, MBA. Jane has over forty years of perioperative nursing and leadership experience and has made a positive impact on the staff, perioperative departments and health care facilities that she has served. Jane consistently strives for excellence and creates a climate of continuous improvement while also mentoring other managers and staff to lead and inspire others.

Jane currently serves as the Director of Clinical Services at XYZ Hospitals. It has been through her leadership, passion for excellence and engagement with staff and physicians that we have seen amazing improvements. I am dedicated in doing everything I can to ensure Jane Doe receives this recognition at the OR Manager Conference in 2024 as it would be a testament to her career and of such personal value to her.

For some perspective, in early 2023 the OR was utilizing 8 travelling contract RNs and 8 employed RNs due to staff unrest. On-Time starts were at 0%, physicians were not engaged and eager to provide care at other facilities. Total surgical hours were high due to inefficiencies and less than ideal staffing coverage. The use of pre-admission testing was low, causing multiple delays in surgical schedules and cancellations day of surgery. Management of supply costs and new equipment purchases was haphazard and based on "squeaky wheels" as opposed to clinical necessity. Patient satisfaction was low and anecdotal complaints were frequent.

In August of 2023 Jane was asked to lead the needed overhaul of perioperative services. As with most large projects asked of her, she gladly accepted the challenge and got to work immediately. She hired an experienced OR Manager and dedicated her time, energy and emotional support to the new manager and staff to build a level of trust and understanding. She then went about re-establishing the Surgery Leadership Committee. Jane is an expert at physician engagement and relationship building. She knew that physician leadership would help drive the necessary change. Next, Jane developed a staffing plan. Her plan included the incremental elimination of agency labor, the reduction of overtime and the reduction of overall costs. Within this plan, Jane incorporated ongoing AORN standard verification. As Jane explained to the senior leadership group, she didn't feel maintaining the current level of quality was sufficient. Her aim was to actually increase quality during the staffing transition. It is this type of forward thinking and progressive action oriented approach that demonstrate why Jane deserves this award.

As the Award committee can see, Jane Doe, RN, MBA is well-deserving of this prestigious award. She is a woman of high moral value who influences those around her through intelligence, compassion and her solid character. She has taught this Chief Operating Officer more than I ever thought possible and most likely has only shared a small percentage of her overall knowledge regarding the OR. Our hospital, community and the OR nurses are blessed to have the gift of her talents.

John Anonymous

Chief Operating Officer, XYZ Hospitals

Administrative Offices