

Noel Speidel

Nurse Leader Profile

Fayetteville, NC

nrsrn@hotmail.com

+1 843 442 5357

Charismatic, opportunity-focused, and patient-centric healthcare leader with extensive expertise providing high quality, strategic leadership and oversight across clinical operations and multiple units. Proficient in clinical, labor and productivity management, complex business and financial operations, patient experience metrics, and satisfaction surveys. Proven record hiring skilled talent, building top performing teams, and facilitating training, coaching, continued development, motivation, and servant leadership. Recognized change agent; dedicated to continuous process and quality improvement initiatives to optimize service lines and patient outcomes. Repeated success removing barriers and performance/knowledge gaps to improve work environment, promptly addressing staff matters, and adopting equitable, inclusive, accountable and healthy work culture encouraging staff to take action and solve issues. Proactive, personable, and collaborative problem-solver and critical thinker with exceptional influencing, communication, planning and implementation talents; highly effective at positively influencing staff morale and engagement, employee and patient satisfaction, and organizational culture

Willing to relocate to: Southeastern, PA - Kansas City, MO

Authorized to work in the US for any employer

Work Experience

Director Critical Care

Trident Medical Center

February 2020 to September 2020

Provided oversight and coordination of 24-hour ICU and Rapid Response nursing care, and directed complex operations of related departments, approximately 90 team members and one unit manager. In conjunction with Trauma Medical Director, Intensivist Medical Director, and Respiratory Therapy Director led a critical care delivery team comprised of case managers, physicians, advanced practice providers (Apps), and dedicated, care-specific resources. Served as chair of Code Blue committee, co-chair of Critical Care committee, and member of numerous organizational committees.

- Raised overall patient experience reaching top decile scores of 90% during Q1 and Q2 2020 Press Ganey survey by driving patient experience rounding and providing customer service focused training to all nursing staff
- Slashed staff turnover rate from 30% to 20% YOY in just six months by establishing staff engagement initiatives, empowering charge nurses to hold staff accountable, implementing frequent unit-based "town halls", and prioritizing retention of high-and solid-performing staff
- Boosted quality and clinical performance while reducing falls in the ICU by directing and motivating teams to deliver against targets and standards, introducing multiple performance and quality improvement initiatives, and analyzing and developing PI and QI opportunities in collaboration with leadership of Infection Prevention, Risk Management, Quality and Patient Safety departments.

- Surpassed unit's budget and productivity/labor management targets despite decreased census during COVID-19 by meticulously overseeing and controlling both unit supply and nursing staff labor management functions.
- Increased staff engagement survey scores from 30% in Q1 to 65% in Q2 2020 by prioritizing and addressing staff concerns and feedback from employee rounds, stoplight reports, and staff meetings?
- Substantially reduced PRN staff ratio from 25% to 15% by leading overall hiring and recruiting efforts to achieve core staffing, recruiting PRN staff to part-time and full-time positions, and managing out appropriate staff
- Transitioned ICU operations from open to closed unit with new Intensivist group and ICU Medical Director which improved the organization by streamlining ICU admissions and improving critical care standardization

Clinical Director Inpatient Rehabilitation

Trident Medical Center

February 2019 to February 2020

Led service line operations of nursing and therapy personnel, and cultivated solid relations with physician colleagues and various healthcare providers organization-wide.

- Accomplished operational excellence by supporting Program Director and Inpatient Rehab Medical Director with creation, launch and management of inpatient rehab nursing and therapy service lines from ground up, and establishing company goals and action plans for patient care or system improvements, and ensuring compliance.
- Achieved zero falls over 90 days and in turn received a hospital Patient Safety award by implementing processes, improvements and solutions to decrease falls on the unit.
- Reached within top 5% of national patient experience scores across all inpatient rehab facilities and produced organization-best staff satisfaction survey scores by prioritizing patient experience from an interdisciplinary standpoint and creating an environment of continuous, unwavering patient and family support
- Optimized quality and patient experience outcomes by identifying areas to strengthen, executing quality improvement initiatives to maximize patient safety, swiftly resolving patient/family complaints or concerns, detecting system issues contributing to errors, and implementing corrective actions for effective resolution.
- Fostered culture dedicated to open communication, autonomy, and optimal efficiency by collaborating with patient care and support departments, encouraging independent thinking and problem solving, and introducing continuous/joint performance improvement initiatives to measure and enhance quality of care.
- Significantly improved and maintained overall staff retention rate of 5% by sourcing, recruiting, and retaining highly skilled and efficient unit staff and promoting/maintaining a supportive, respectful unit culture

Clinical Practice Leader

Trident Medical Center

October 2017 to February 2019

Oversaw and assessed 24-hour nursing care, developed a culture of accountability and learning in line with values and culture, and drove improvements which elevated Nursing Data Portal KPIs for CLABSI and CAUTI to best in organization.

- Built a high quality, top-performing environment by facilitating clinical practice leadership, education and coaching for 110 full time employees (FTEs), and assisting staff and multidisciplinary stakeholders

to identify and implement plans, processes, and performance improvements to close knowledge and performance gaps.

- Decreased nurse turnover rate from 25% to 10% by creating onboarding/orientation process, driving hiring, performance improvement and disciplinary efforts, selecting, mentoring and coaching candidates to ensure optimal competency and confidence, and promoting patient-centric environment based on teamwork, positive attitudes, and integrity.

- Heightened patient safety and significantly reduced unit falls by creating and executing patient safety training initiatives, and driving improvements to ensure Heparin therapy protocol compliance, bed exit alarm compliance, and staff compliance with Code Blue/crash cart/Rapid Response process.

- Integrated and strengthened care across continuum and delivered against organization's population health goals and activities by spearheading and coordinating multi-faceted aspects of unit-based clinical operations, patient safety, customer service, quality outcomes, and regulatory compliance.

Assistant Director of Nursing

Heartland of West Ashley Rehabilitation and Nursing Center - Charleston, SC

December 2016 to October 2017

Co-led and organized operations across nursing department, three skilled nursing units, and one long-term care unit.

- Enriched skill sets of RN's, LPN's, and CNA's by introducing educational and developmental opportunities and programs, and leading, training and mentoring nursing staff through implementation of care plans, physician orders, consultant recommendations, rehabilitative and restorative programs and daily resident care.

- Improved efficiency across physician, consultant, nurse and daily notations by tracking and ensuring effective plan of care implementation and follow-up on clinical information, including changes in patients' condition and/or treatment plans.

- Elevated customer satisfaction by driving analysis to determine patient needs and measure satisfaction, consistently rounding on patients and providing feedback to staff, and continually striving for prompt service recovery.

- Maximized performance, and patient care quality and outcomes by restructuring and executing improved nursing staff on-boarding and orientation processes, assisting with nursing hire activities, corrective actions, and ongoing performance and quality improvement projects, and complying with regulations.

- Reduced facility-acquired wounds 25% by leading design and launch of innovative wound reduction program.

- Drove 20% reduction in falls by piloting development and implementation of essential fall reduction program.

Education

Masters of Business Administration in Business Administration

Chadron State College

Masters of Science in Nursing

Chamberlain College of Nursing

Bachelors of Science in Nursing

Chamberlain College of Nursing

Associates Degree in Nursing

Trident Technical College

Nursing Licenses

RN

Skills

- Clinical/ Operational Oversight
- Business & Financial Management
- Service Line Development
- Change Management
- Productivity/Labor Management
- Quality & Performance Improvements
- Process/ Continuous Improvements
- Strategies Plans Analysis Research
- Corrective Actions Solutions
- Policies & Procedures Compliance
- Personnel Management
- Staff Development & Mentoring
- Patient Safety & Education
- Patient Service/Satisfaction Scores
- Community Relations
- Critical Care Experience
- ICU Experience
- Nursing
- Vital Signs
- Medication Administration
- Hospital Experience
- Employee Orientation
- HR Sourcing
- Management
- English
- Epic
- Recruiting
- EMR Systems
- Patient Care
- Hospice Care
- Experience Administering Injections

- Venipuncture
- Infection Control Training
- Microsoft Office (10+ years)
- SharePoint
- Interviewing
- Supervising experience
- Customer service
- Quality Assurance
- Cerner
- Talent Acquisition
- Computer Networking
- Nurse Management

Links

<https://www.linkedin.com/in/ryan-speidel-msn-mba-rn-ne-bc-alumnus-ccrn-k-47402555>

Certifications and Licenses

Nurse Executive-Board Certified

May 2019 to May 2024

CCRN-Alumnus

August 2020 to May 2023

BLS Certification

July 2021

ACLS

February 2022

Assessments

Management & Leadership Skills: Planning & Execution — Expert

October 2020

Planning and managing resources to accomplish organizational goals

Full results: [Expert](#)

Verbal Communication — Expert

October 2020

Speaking clearly, correctly, and concisely

Full results: [Expert](#)

Active Listening — Highly Proficient

October 2020

Actively listening and appropriately responding in conversations

Full results: [Highly Proficient](#)

Electronic Health Records: Best Practices — Expert

November 2020

Knowledge of EHR data, associated privacy regulations, and best practices for EHR use

Full results: [Expert](#)

Indeed Assessments provides skills tests that are not indicative of a license or certification, or continued development in any professional field.