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Top Skills

Obstetrics
ACLS
Prenatal Care

Languages

Farsi
Urdu

Honors-Awards

Graduated Summa Cum Laude
ACE OF INITIATIVE Award- genKP

Shazia Safi RNC, BSN, CCE

Clinical Nurse Manager @ Kaiser Permanente | genKP National President| Equity/Inclusion/Diversity Committee member North Valley KP | KP National Innovation Idea council board of advisors
Sacramento, California Area

Summary

Results oriented and energetic Nurse leader, who's driven by a passion for excellent Patient care. Below are a few of the milestones I successfully reached in my various past and present leadership roles:

- Increasing unit stabilization through improved employee engagement & the implementation of lean principles in to daily work.

- Through my understanding of lean methodologies I have created more efficient workflows for Nursing and ancillary staff as well as modified job duties so that each employee is working at their maximum capacity.

- Contributing on a daily basis to the overall productivity of Nursing staff while assisting to place measures in order to avoid unnecessary costs.

- Building cross departmental teams and strengthening communication amongst Physicians and employees in order to decrease error and increase Patient satisfaction/outcomes.

I have been recognized for “out of the box” thinking to increase morale and buy in. I am a strong proponent of transformational leadership therefore I have tapped into the knowledge base of the frontline staff on a daily basis to create a culture of empowerment. I believe this is the best formula any Nurse leader can possess because it is guaranteed to bring about a genuine, positive working environment that will allow staff to feel appreciated and thus more productive.

Experience

Kaiser Permanente

5 years 9 months

Clinical Nurse Manager (Out-Patient Surgical Procedural Sedation & Women's Health Sub Specialties)

December 2016 - Present (3 years 7 months)

Sacramento, California Area

Oversight of a surgical procedural sedation venue that performs GYN, ocular plastics and general surgery cases. Moderate sedation administered by RNs. This is a surveyable department therefore a big part of my responsibilities include ensuring all staff and Physicians consistently adhere to the JCAHO standards for out patient surgical services.

I am also manage the Women's Health Sub- Specialties in the Greater Sacramento (North Valley) service area which comprise of Gynecological Oncology, Urology-GYN, Breast Clinics at 2 sites, breast survivorship clinic and High Risk Perinatology Services.

I have also volunteered to proactively manage standard work for licensed personnel across the Women's Health Service line by creating new competencies for all licensed staff to ensure every patient receives high quality care through consistent workflows and protocols.

Also part of the leadership engagement strategy team which focuses on developing/implementing the daily management system and other lean concepts in our departments. I spear headed the creation of a huddle playbook to help leaders get started on team huddles as well as contributed on building our engagement strategy website.

genKP National President

June 2020 - Present (1 month)

Drive strategic decisions and relationships with KP program offices, develop and mentor genKP leaders, work closely with KP Executive leaders (sponsors) to continually develop on genKP's 3 pillars (Professional development, cross organizational collaboration and shaping the future culture of KP). Management of 120 genKP leaders across the nation in collaboration with regional leaders.

Equity inclusion diversity committee member (Nvly)

February 2019 - Present (1 year 5 months)

North Valley Service Area

On the North Valley EID (Equity Inclusion Diversity) committee.

Responsibilities include strategic planning locally to bring the national/regional EID agenda to our service area. Utilizing change management tools such as A3 to drill down to current barriers and vision for EID spread in the North Valley.

Local area champion and recruiter for genKP

April 2015 - Present (5 years 3 months)

genKP's mission is to build a multi-generational talent community that helps drive Kaiser Permanente's next generation of care by attracting, engaging, and retaining our future professionals.

Responsibilities include leading various projects that bring awareness to genKP. I host various events such as networking and healthcare talks as well as community benefit work to engage Kaiser employees. I also lead genKP info sessions to increase membership in the Sacramento area, specifically focusing on clinical staff involvement. I have successfully built the local chapter from the ground up single handedly and within a year was able to gain over 120 members. I have planned and hosted many successful events in order to bridge the gap between employees and senior leaders.

This is a voluntary position in addition to my salaried position as a Nurse Manager at Kaiser.

GenKP National Vice President

January 2019 - June 2020 (1 year 6 months)

Drive strategic decisions and relationships with KP program offices, develop and mentor genKP leaders, work closely with KP Executive leaders (sponsors) to continually develop on genKP's 3 pillars (Professional development, cross organizational collaboration and shaping the future culture of KP). Management of 120 genKP leaders across the nation in collaboration with regional leaders.

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Genkp National Membership Co-Chair

April 2017 - January 2019 (1 year 10 months)

GenKP National

This is a voluntary position in addition to my salaried position as a Nurse Manager at Kaiser.

Being a liaison between the genKP national steering board and regional leaders. Leading the national genKP membership services committee which includes all RACs (Regional area champions) and LACs (local area champions) throughout the country, hosting cross regional collaborative meetings, recruiting new RACs, on-boarding and maintaining an open channel of communication with all RACs as well as increasing membership engagement on a national level.

Also, assisting with developing new and refined processes for on going member engagement, working on leadership retention through identifying areas of vulnerability as well as implementing new workflows for various strategic initiatives that are carried out by front line leaders.

Assistant Nurse Manager, Out Patient Adult Medicine, GYN and PEDS
June 2015 - December 2016 (1 year 7 months)

Davis, CA

Responsible for the day to day clinical operations with oversight of entire Medical Office Building including Adult Medicine, GYN and Pediatrics as well as managing direct reports. Also collaborating with Physicians and various members of the team to utilize LEAN methodologies and put them in to practice. The North Valley Way "Flow Manager" project is currently being implemented at the Davis Clinic and I have oversight of this initiative.

Assistant Clinical Nurse Manager, Labor & Delivery
October 2014 - July 2015 (10 months)

Roseville, CA

As an Assistant Nurse Manager, I am a resource for staff in terms of work flow issues, conflict resolution and a liason between Patients & Providers/ staff. Additional day to day responsibilities include staffing in a cost effective manner for two large departments (Mother/Baby, Labor and Delivery), doing performance evaluations, carrying out disciplinary corrective actions per Kaiser guidelines, coaching and educating staff during the course of a shift regarding issues surrounding their Patients. Also, keeping track of attendance, tardies and sick calls as well as other managerial duties as assigned including projects and initiatives to progress the department and improve workflow.

Volunteer Global Healthcare initiatives (Founder of FB group
"Afghanistan Healthcare Revival")

Volunteer healthcare professional consultant/liasion for ministry of health -Afghanistan

October 2018 - Present (1 year 9 months)

Helping remotely

Work closely with Afghanistan ministry of health contacts to bring health related educational material to the general public. Did a breast cancer awareness infomercial that was very well received and stirred a lot of interest from the public on self breast exams and early cancer diagnosis.

Created a platform for Afghan diaspora/global volunteers to connect with leads within Afghanistan's healthcare sector in order to increase collaboration on projects and provide expertise/training to Afghan healthcare professionals. To learn more, search Facebook for ~-> Afghanistan Healthcare Revival Group

Mee Memorial Hospital

Nurse Leader Maternity & Newborn Services (Temporary)

March 2014 - October 2014 (8 months)

Results oriented, emerging and energetic Nurse leader, who's driven by a passion for excellent patient care. Below are just a few accomplishments during my time at Mee Memorial Hospital as a Manager and Director:

- Increased unit stabilization through improved employee engagement
- Implemented more efficient workflows for Nursing staff
- Managed and progressed existing as well as new programs (Baby Friendly initiative, BETA risk management program, educational classes and drills coordinated with Stanford Hospital- to name a few)
- Reduced unnecessary departmental costs and utilized all ancillary staff to their full capacity by adding duties within their scope of practice to their job description
- Developing a thorough orientation program for new grads and current Post-Partum Nurses in department to cross train to labor and delivery
- Increased communication through cross departmental and Physician collaboration
- Utilized a unique approach to recruiting qualified staff

I have been recognized for “out of the box” thinking to increase morale and buy in. I am a strong proponent of transformational leadership methodologies therefore I have tapped into the knowledge base of the frontline staff on a daily basis to create a culture of empowerment.

Very shortly after being hired, we lost the Director over this service and I was given the sole responsibility of managing and directing all aspects of this service line. I was placed in a position of running the department single handedly which was challenging but also very rewarding and it reaffirmed my passion to continue developing as a highly effective Nurse leader.

Baby Friendly USA (Launched by WHO & UNICEF)

On-Site Assessor

October 2013 - March 2014 (6 months)

Travel-country-wide

Assessed Maternity Units and Out-Patient Clinics throughout the country through on-site assessments for adherence of the 10 steps of Baby Friendly in order determine certification eligibility.

Indian Health Service

RNC-OB, BSN, CCE, Childbirth Educator

October 2012 - February 2014 (1 year 5 months)

Phoenix, Arizona Area

Tri- qualified Labor & delivery RNC working OB triage, labor/ post partum and nursery as well as being supervisory charge nurse. Also the certified childbirth program coordinator/ educator teaching all prenatal classes. Super user for philips intellispace perinatal monitoring. Chair person for OB unit's marketing committee.

Abrazo Health Care

RN-C, BSN, OB Nurse, Childbirth Educator

February 2011 - November 2012 (1 year 10 months)

Labor and Delivery/ Post-Partum Nurse in small community Hospital. Also, designing and teaching the Childbirth Education curriculum which includes Pregnancy, high risk issues and newborn care issues.

Boston Medical Center

RN (High Risk OB)

April 2010 - September 2010 (6 months)

Boston, MA

Caritas St. Elizabeth's Medical Center
RN (Travel Nurse in OB)
October 2009 - January 2010 (4 months)

UMass Memorial Medical Center
RN (Travel OB Nurse)
December 2008 - March 2009 (4 months)
Worcester, MA

Phoenix Indian medical Center
RN (Travel Nurse OB)
December 2007 - October 2008 (11 months)
Phoenix, AZ

Mt Auburn Hospital
RN (OB)
December 2006 - November 2007 (1 year)
Cambridge, MA

Truman Medical Centers
RN
July 2004 - November 2006 (2 years 5 months)
Kansas city, MO

Initial Labor and Delivery training in this High Risk city Hospital. Also was a scrub Nurse and Circulator and worked Post-Partum, Ante-Partum and Well baby Nursery.

Education

Columbus State University
Masters in nursing leadership and management · (2017 - 2020)

UMass Boston
BSN, Bachelor's of Science in Nursing · (2009)

Metropolitan Community College-Penn Valley
RN · (2006)

Metropolitan Community College-Penn Valley
Licensed Practical/Vocational Nurse Training · (2004)