Jessica L. Spruit, DNP, CPNP-AC:

Welcome to [inaudible 00:00:05] Nightintales. This podcast was created during the international year of the nurse and nurse midwife, and what a year that was. This podcast is dedicated to telling stories of nurses from across our profession. Our goal is to introduce you to the seemingly infinite possibilities in nursing and encourage you to find your true passion within this work. I'm your host, Jessica Spruit and I'm so glad you're here. Welcome back to Nightintales. I'm glad you're back for this episode, and I'm really excited to introduce you to Warly Remegio. Warly is a vice president of nursing education and professional development at Hartford Healthcare. And Dr. Remegio Is also the president of the Philippine Nurses Association of New York. And he joins us today to share his experience leading a professional organization while also being a leader in nursing. And Dr. Remegio I'm so grateful for you joining us today. Thank you for taking to share your story and share some insights as a leader in our field.

Warly Remegio, DNP, RN:

Well Jess, the honor is mine. Thank you so much for the opportunity.

Jessica L. Spruit, DNP, CPNP-AC:

I'm glad to have you. If you don't mind, let's get started. I mean, obviously I've named some big titles, some big leadership roles, but let's get started about when you became a nurse, what your first role was and how did you evolve into the leader that you are today?

Warly Remegio, DNP, RN:

Yeah, so I must say that I owe this from the leaders who mentored me along the way during my early formative years and also during college. During those times I've been very active with student nurses organization and the student body council. And I think that sparked me a lot of interest into leading and serving. And so when I was in nursing school, I met the dean of the college of nursing. So she became my mentor along with the president of the medical colleges of Northern Philippines. They gave me so much opportunity. The scholarship grant that was offered to me. And as I continue my education and my journey in nursing, it just opened a lot of opportunities. And upon graduation, I work in the [inaudible 00:02:43] Heart Center for Asia as a cardiovascular nurse. At the same time I was teaching at [inaudible 00:02:49] University.

 So I enjoyed that because I was able to reconcile education and practice doing both at the same time. And there was some opportunity that presented that is to pursue my graduate study here in the United States. So I applied and thankfully I was selected and be able to come to the United States to pursue my graduate study. And upon graduation, I was offered to teach part-time at the university at the same time work in one of the busiest hospital in New York City. And there again with the guidance and support of so many mentors, I was able to hone in my leadership skills and became the assistant director of nursing for operations. So managing various units at Bellevue Hospital. And that's where I found my niche and that is to educate, empower and mentor. I find fulfillment with that as I continue to witness how my students grow and how these clinical nurses transform at their fullest potential. And that's where I guess, I specialize myself in nursing professional development and leadership, but

Jessica L. Spruit, DNP, CPNP-AC:

Dr. Remegio I think that you are the perfect guest for this podcast, as we think about supporting nurses and nurses who are evolving in their roles, or perhaps evolving as nursing students who aspire to go into this field. So I'm really excited to ask you about your experiences and about some advice you might have to lend based on your dedication and commitment to growing nurses and promoting professional development. So I want to first reflect back, you described several mentors, really influential mentors throughout your nursing career. And I'm curious, how did you identify them? Did you go up to them and ask them to be your mentor? Did it naturally evolve into a mentor mentee relationship, or how did you find those people?

Warly Remegio, DNP, RN:

Right. So I think for me knowing my professional gaps, right. I know my strengths and I know my witnesses and so I identify some of the opportunities and I started looking and seeking for guidance. I started with the school, and as I've said, I was fortunate to meet Dr. [inaudible 00:05:48] who was also by the way, a graduate. And he introduced me to the Philippines Nurses Association of New York and with PNA New York, oh my God, there's [inaudible 00:06:03] of mentors, nurse scientists, nurse leaders, nurse educators, nurse practitioners. And I was just blessed to be surrounded with this inspiring leaders and to your point, I think it starts with what are the things that you want accomplish, right? What are your professional goals? And aligning yourself to those leaders or mentors who can guide you as you progress in your career.

Jessica L. Spruit, DNP, CPNP-AC:

That makes a lot of sense. And I think that self-awareness sounds like such an important starting point. So Warly, I'm curious you, at some point engaged, you just spoke about the mentor who brought you into the Philippine Nurses Association and introduced you to that. Can you talk a little bit about your trajectory from where you were first introduced to all of a sudden now you are the president of that state organization,

Warly Remegio, DNP, RN:

Right. No, thank you for that question, Jess. It's so fresh in my memory when I first joined the professional organization. And I started as an active member, volunteering to some of the community outreach initiatives to, we do a lot of health fairs, a lot of community education. And also since my passion is in professional development, I engage myself in that committee. So I was speaker, I survey in that committee and as planning committee members for conferences, things like that. And I just love the camaraderie and the teamwork that I've witnessed and also the support and guidance that I'm getting from these leaders.

 And after that, there was some open position to become an executive board. So I was encouraged to run for that office. And then I got elected and then reelected. And as I continued to understand, the mission, vision of the organization, the values and the culture, it sparked the desire to become the president elect. So I was fortunate and blessed to be given that opportunity and now as the president setting the strategic vision of the organization, to me, it's so quite fulfilling as we're making an impact, not only to where many, but also to the community that we serve.

Jessica L. Spruit, DNP, CPNP-AC:

It sounds like really meaningful and rewarding work. I'm imagining though, Dr Remegio. I'm thinking about, you have this role, you're the vice president of nursing education and professional development. I know that when we spoke, you had talked about you were at one campus and going to another, so I'm imagining you have a pretty large role in your professional life, the part that you are paid to do. And then you have this volunteer role as the president of the nurse's association, how do you be balance all of that and what makes it worth it?

Warly Remegio, DNP, RN:

Right. That's a very tough question. So to me, I think the biggest secret sauce is finding some joy with what you do. I think it's all starts with that. And I am grateful that I see that joining a professional organization or leading a professional organization has a big role in terms of your professional development. And that is my specialty. And so, yeah, there's a lot of work that's involved. It requires your time, resources and dedication, but I think what really refills my cup is the joy that I am deriving from the work that I do, so that inspire me every single day.

Jessica L. Spruit, DNP, CPNP-AC:

That's such a familiar phrase. I often say, it fills my cup to do that other professional work and to be surrounded by equally committed professionals who all offer such diverse experiences and perspectives. And so that really resonates with me and I love that your secret sauce is finding joy because shouldn't that be something we all seek, even in our work. Dr. Remegio, I'm curious both from the perspective of a leader of a professional organization and also with your work in nursing education and professional development, is there advice that you would offer emerging nurses or perhaps people who are considering nursing to support their integration into our profession?

Warly Remegio, DNP, RN:

So that's a very good question, Jess, and I think it's important for the students or for anyone who's aspiring to become a nurse to be open and agile because our profession is so dynamic as healthcare is. It keeps on changing, it keeps on evolving. We continue to care for more complex patients with multiple diagnosis. I think it's important for us to be nimble and to be flexible, to be versatile, to be open with any possibilities. And there's so much to learn. That's why I think it's important for the nursing students and for new graduates to early on start seeking mentors, because they will help you in terms of guiding you, in terms of promoting psychological safety. Because of course, having someone to lean on having someone to bounce ideas, to address some of the anxiety and fears, which is very common when you are in your grad, it's just helpful with your transition.

Jessica L. Spruit, DNP, CPNP-AC:

I think that's really good advice. And I think you bring up a really important point, really, that professional organizations really have a very natural network to support you as a professional. I think that it lends itself really naturally to identifying a mentor and finding people who you aspire to be like. And I wanted to point out to listeners, there are so many different kinds of professional organizations. We have state organizations, we have national organizations, we have specialty organizations.

 And it might be specialty for example, with cardiology, or it might be specialty for nurse practitioners or clinical nurse specialists or leaders and like yourself the Philippine Nurses Association. So I just would like to probably with you encourage listeners to really seek out those opportunities to get engaged. And what do you think they should do Warly, when someone says, "There's this open position. I thought that you might be good at running for office, or I thought that maybe you're ready to take the next step onto a board." How do you suggest they approach that?

Warly Remegio, DNP, RN:

Yeah. So I think that's a good point because we often hear that a lot. So I would say be open, explore the possibility and again, these people have been encouraging you have some faith and confide you and build upon that. You'll never know you'll be learning so much in your journey. These are the things that you cannot learn from the classroom, having a day to day conversation with the nurse leaders. So I think those strategic goals and the advocacy piece, I think that's the most important thing. If you're making some changes, if you are representing your organization or your executive board, that trying to address issues in nurse practice. So you are making a great contribution to the profession and to the organizations that you serve.

Jessica L. Spruit, DNP, CPNP-AC:

That's really inspiring. Dr. Remegio and I agree with you never discount what a great contribution you're making and how important this work is. As we wrap up today I'm curious, is there anything else that you would want to share with listeners or that you've learned on your own journey, a pearl you'd like to pass on?

Warly Remegio, DNP, RN:

Yeah. So for our aspiring students who will soon be the leaders in nursing I want to keep repeating myself, don't underestimate the power of mentorship. If you don't have the mentor now, please seek out the health skills inventory self-awareness, knowing your professional gaps and start within your school. Maybe seek out to a faculty member who will serve as your role model, or maybe to your practicing environment, to the charge nurse that you are idolizing or the clinical manager or in your professional organizations. Because again, we're fortunate in nursing that we have plethora of resources and nursing is deeply rooted about compassion, that we always wanted to help. And we need to nurture at and promote that culture of mentorship throughout our profession,

Jessica L. Spruit, DNP, CPNP-AC:

Dr. Remegio this is such great advice and I really appreciate. I can just tell how much you love this profession and how genuine you are as you share your enthusiasm for the work that you do each day. And I just want to thank for sharing that with us and the listeners of Nightintales, and for spending time with us today.

Warly Remegio, DNP, RN:

As I've said, Jess, the honor is mine. And hopefully this humble sharing will benefit those who truly aspire to become a nurse and to be successful in this journey. Thank you for the opportunity.

Jessica L. Spruit, DNP, CPNP-AC:

Thank you so much. So that was Dr. Warly Remegio. He's the vice president of nursing education and professional development at Hartford Healthcare, and also the president of the Philippine Nurses Association of New York. Thank you so much for listening today.

 Thank you for listening to this episode of Nightintales. As you do, we encourage you to consider the unique nature of each person's journey through this profession. The views shared on this podcast are those of an individual, not the academic institution that they graduated from, their employer or the professional organization that they're active in. The stories of their career path and progression are not intended to suggest that there is a uniform approach to achieving similar accomplishments, but to open your mind to all that is available to you. Each journey in nursing is as unique as each individual that we serve. We hope you'll listen again, next time.