PRELIMINARY PROGRAM HACKATHON

'Solving the Nurses health workforce crisis in one day, are you ready for the challenge"

29 MAY 2025 – ZAGREB – CROATIA

1. Here's the situation:

Overall, we see a lot of attention to repairing health systems, with discussions taking place in terms of health system efficiency, IT, budget, and management. This is often related to what we call the 'Health Hardware.' A confusing issue is that in the slipstream, the patients and professionals—the hearts and minds, the 'Health Software'—are taken for granted. Often, there is a lot of imaginative thinking about the nursing health workforce in management, policies, and politics.

2. This is our reading of it:

As nurses, we know all too well that the nursing professional domain is not just a tool to keep the system running but a crucial element for health provision. In our experience, we see too much attention given to the 'hardware,' while some aspects of the 'software' are tagged as technical and instrumental. There is a need to highlight the nursing profession with its moral ambition to contribute to health challenges and invest in humanizing care. We see Moral Ambition as overlapping domains of recognizing a problem, acknowledging that the problem is undervalued, and identifying that there is a solution at hand. The solution has multiple angles

3. This is our idea:

During the Hackathon, we selected 7 pending topics and found concrete and implementable steps for addressing them. These steps can be visionary but are also enriched with good examples. Implementation can be done locally, as this is often easier to digest, avoiding generality and loss during the process. Moderators are invited to guide the discussions and work towards solutions, ensuring that the solutions contribute to nurses' careers, autonomy, well-being, and retention. Additionally, these solutions are also attractive for managers, as they contribute to system and budgetary efficiency in the long run. The goals is to formulate: **our way out** *- the nurse's response on the challenges, what can/we will do and what do we/I need. The aim to be as close as possible in the implementation: feasible and challenging.*

4. How to manifest this Hackathon:

At each table, there is a moderator who guides and keeps the conversation going, ensuring all voices are heard, and an observer/reporter who takes notes. The table is aware of the trap of finding solutions too soon and not exploring angles of vulnerability and trying out several scenarios. The way out can be a 'one-way' solution but also a spectrum of answers, all of which are feasible. During the session, we do not expect a high level of scientific character but rather good and inspirational ideas. There are nine pending topics, but during the Hackathon, we might end up with six or seven based on the number of participants, possible overlaps of issues, or new suggested issues. There will be a consultant table and a microphone for those wishing to do a **'collective consultation**.

5. How to package this:

The outcome of each table will be collected with the aim of including all contributions and presenting an initial summary at the end of the congress. The recommendations will be handed over to EU institutional representatives, including the names of the participants and their organizations. The outcome will be compiled into a report, published on the ESNO website, with an invitation for organizing representatives to endorse the findings.

Success working processes:

This structured approach ensures that you address all critical aspects of the hackathon process, from problem definition to solution presentation. Each stage builds on the previous one, creating a cohesive and comprehensive pathway to a successful project.

Introduction

Define the Problem. Clearly articulate the problem you're aiming to solve. What is the scope, and why is it important? Set Objectives such as outline what you aim to achieve by the end of the hackathon. Establish success criteria and key deliverables.

Explore: Use research, on the problem and look into existing solutions, identify gaps, and gather relevant data. Practice brainstorm, such as generate a wide range of ideas and potential approaches and use online resources or AI. Encourage open discussion and creative thinking. Evaluate Ideas and assess the feasibility, impact, and novelty of each idea. Prioritize the most promising ones.

Synergize: Strengthen teams, based on skills and interests, form teams that can work effectively together. Ensure a mix of technical, design, and business expertise. Collaborate, such as share knowledge and resources within the team. Leverage each member's strengths to refine your approach. Align Goals, such as make sure everyone is on the same page regarding the project goals and plan.

Compose: Develop a draft Plan and create a detailed project plan with milestones and deadlines. Break down the work into manageable tasks. Prototype, such as start building a prototype and focus on core functionality and essential features. Iterate, such as test and refine the prototype based on feedback. Make necessary adjustments to improve the solution.

➔ *Advice to take a break, stap back and let the dust drop, maybe some new contours arrive.*

Check: Test the solution to ensure it works as intended. Identify and fix bugs or issues. Ensure that the solution meets the initial objectives and success criteria. Gather feedback from potential users or stakeholders. Keep records of the development process.

Design: Focus on the user experience and ensure the solution is user-friendly and visually appealing. Create a cohesive brand identity, and prepare the materials needed to showcase your solution, such as slides.

Present craft a compelling pitch that clearly communicates the problem, solution, and impact. Highlight key features and benefits. Practice your presentation multiple times. Ensure all team members are confident and can handle Q&A sessions. Present your solution to the judges and audience. Emphasize the innovation, practicality, and potential impact of your work.

Do and don'ts of the Hackathon

Hm, is that wise?		The suggested alternative
Using dead-end Cynicism	➔	Practice constructive criticism
I'm think I know what is best	➔	I like check what my assumption
Solely academic language	➔	Clear and digestible language
All evidence based	➔	Use sources as much you can but be selective.
We want to be the wheel inventers	➔	Cross pollination can be helpful.
Wanting to be very complete	➔	Beware of the time and not stick into details
We remain in a same and save direction	➔	Be open to 'serendipity' if it serves the purpose
Be focussed and serious	➔	Enjoy the experience and practice humour.

Lead of the hackathon

Susan Genaro and Ber Oomen

Tables and invited Moderators

Table	Topic	Moderator
# 1	…	Wendy Budin
# 2	…	Fiona Timmins
# 3	…	Alessandro Stievano
# 4	…	
# 5	…	Panagiota Tsikala
# 6	…	Vedrana Vejzovic
# 7	…	Rosario Caruso

Time Schedule

09.00 – 10.00	- Prepare meeting with Moderators, discuss table and themes of preference: - Walking in, grouping and exploring themes,	Lead Susan and Ber
10.00 – 10.15	Official opening of the Hackathon	Adriano,
10.15 – 10.30	Setting the scene	Susan and Ber
10.30 – 13.00	Discussions	
11.30 – 11.45	Coffee break	
13.00 – 14.00	Lunch	
14.00 – 15.00	Designing the proposals	
15.00 – 16.00	Presentations outcome by moderators/ reports	
16.00 – 17.00	Debates / Panel and conclusions	Susan and Ber

THE 6 PENDING TOPICS

Table #1. Reinventing Nurse Retention: What Works and What Doesn't?

Why nurses leave and how to stop the outflow: Identifying key factors driving nurse attrition (workload, salary, recognition, career stagnation, mental health). Exploring successful retention strategies in different countries and sectors. How can hospitals and policymakers collaborate to create better working conditions? The role of flexible work arrangements, career progression, and leadership opportunities. Brainstorming pilot projects for improving nurse retention.

Table #2. Mentorship in Nursing: A Structural Necessity, not a Luxury

Mentorship as a catalyst for professional resilience and growth: Defining the role of mentorship in a nurse's career trajectory. How to move from informal to structured mentorship programs in hospitals and institutions. What incentives can drive mentorship engagement at all levels? Digital mentorship platforms: Can AI and technology help? Creating a European roadmap for nurse mentorship initiatives.

Table #3. Value-Based Healthcare: Can it Lead Us Out of the Crisis?

Rethinking nursing's role in a new health paradigm: How can VBHC improve nurse job satisfaction and patient outcomes? Moving from volume-based to value-based care: What does this mean for nurses? What needs to change in hospital management and financing? Best practices from countries successfully implementing VBHC. What role can specialist and advanced nurses play in leading VBHC transformation?

Table #4. Breaking Down Silos: Redefining Interprofessional Collaboration

Creating equal and meaningful partnerships in healthcare: Why traditional healthcare structures are failing and how to fix them. Overcoming resistance to change: Practical approaches to shifting mindsets. Strengthening the voice of nurses in decision-making. What can nurses learn from other professional fields (e.g., IT, business, engineering)? Strategies to foster interdisciplinary cooperation and mutual respect.

Table #5. Wellbeing & Mental Health in Nursing: Beyond the Burnout Talk

Moving from crisis response to long-term support: The psychological impact of high-pressure environments on nurses. How can we better integrate mental health support within hospitals? Reducing stigma and fostering a culture of open dialogue. Innovative interventions for self-care and resilience. Organizational responsibility vs. individual coping strategies: Where's the balance?

Table #6. STORY BOARD TABLE - Insight Collection & Open Table: "What Did We Miss?"

A dynamic space for emerging ideas and unexpected insights

- ❖ *An open format where participants can add new issues or refine existing discussions.*
- ❖ *Also input from online participant contributions are collected and included. Live documentation of key insights and cross-table connections.*
- ❖ *Facilitators will collect and summarize takeaways for integration into post-hackathon outcomes.*