

Nurse Recognition Award

JOHN LANIER
MS, RN, NE-BC

TRINITAS REGIONAL MEDICAL CENTER, RWJBH



John Lanier is currently the Nursing Performance Improvement (PI) Program Manager at Trinitas Regional Medical Center (TRMC) where he is also serving as the Interim Manager of Inpatient Maternal Child Health. In his PI role John oversees and leads nursing quality and safety improvement projects and data collection. In his MCH Manager role, he is responsible for the day-to-day operations of L&D, Mother Baby and Intermediate Care Nursery.

John is an exemplary servant leader with his nursing career spanning 40+ years. At the start of the pandemic, after a very brief stint as a retired nurse, John was welcomed back to by TRMC. Under John's leadership, TRMC staff successfully and safely administered more than 38,000 COVID vaccinations and boosters to staff and people throughout Union County. Only with his characteristic methodical thinking and his attention to detail did those efforts happen smoothly and efficiently. His POD leadership was also recognized when he was asked by the City of Elizabeth to present on the POD's unique collaborative approach between TRMC and the Elizabeth Board of Education to the city and hospital leaders of Elizabeth's sister city, Kitami, Japan.

John is deeply committed to patient care and teaching as he has served in leadership roles in both service and education, but recently in an interim role as MCH Manager wherein he has embraced a specialty in which he has no previous experience. Despite this, John has worked with the staff to introduce High Reliability Organization principles to enhance the safety environment for moms and babies. Implementing daily unit-based safety huddles, he is working to improve communication among the care team; assuring their awareness and commitment to quality initiatives; teaching and reinforcing HRO behaviors; and rewarding positive safety behaviors.

John began his nursing career as an LPN and presenting to LPN students about his lifelong learning successes is one of his proudest moments. He is a role model for them demonstrating how important their position is in the larger healthcare system. That same energy served as the foundation for his role as Trinitas School of Nursing Faculty working with diploma/associate students. He was a highly respected and appreciated for his approach in guiding them to become well prepared new to practice graduates. He proudly wears his "PROF" baseball cap given to him by his students. John's best moments are when he is teaching and mentoring whether with staff, students or fellow colleagues.

Another notable highlight was becoming the NJLN President where he served from 2018 - 2020. As with any assignment, John put all of his effort into his elected role and collaboratively led his NJLN colleagues through challenging times. Rooted in education, it was the accomplishment of expanding the NJLN Scholarship Program that he has taken great pride in achieving during his term, which directly supports the development of nurses within our state. John remains engaged and continues to play a critical role in the NJLN.

Message from John: I would like to acknowledge all of the nurses of which I have crossed paths over the years. With special attention to all of the nurse leaders who I have worked with who have helped shape my work as a leader. Each of us [nurses] have the ability to change and influence each other merely by our daily interactions with each other and the humanity we demonstrate through our practice.