Supplemental Digital Content Table 1

CNO Themes and Subthemes

* Keeping the Magnet Fires Burning
  + Acting Deliberate About the System You Are Creating
  + Remaining Vocal, Visible, Accessible, and Self-Aware
* Honoring the Staff Voice
  + Nurturing and Energizing Shared Governance
  + Attaining the Magnet Self-Fulfilling Prophecy
* Cultivating Teamwork Sustains the Success
  + Lifting the Entire Organization Through Collaboration
  + Driving Practice Changes
  + Sharing Best Practices
* Inspiring and Mentoring the MPD Way
  + Knowing All and Writing to the Magnet Standards
  + Reinvigorating the Organizational Culture
  + Maintaining a Strong Relationship with the CNO.
* Stirring The Secret Sauce
  + Garnering CEO and Board Support
  + Ensuring CNS Alignment with Magnet Strategies
* Monitoring and Constant Vigilance
  + Identifying and Confronting Challenges Head-On
  + Achieving Re-Designation is No Cheap Date
  + Avoiding Magnet Slippage