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