

# MAGNET4EUROPE NETWORK CONFERENCE 2025

📍 Market Square (Kauppatori) at the Old  
Town pier in Helsinki, Finland



Credit: Getty Images/iStockphoto



June 9, 2025  
Helsinki

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#Magnet4Europe25

**Magnet4Europe**

# HELSINKI MAGNET<sup>4</sup>EUROPE NETWORK CONFERENCE

All attendees please register  
by **May 15<sup>th</sup>, 2025** at:

<https://bit.ly/M4E>



REGISTER HERE

Scan the QR code or click the  
hyperlink to register!

**DATE:** JUNE 9, 2025

**HOST:**

HELSINKI UNIVERSITY HOSPITAL HUS

**LOCATION:**

BIOMEDICUM HELSINKI  
(ACADEMIC MEDICAL CENTER HELSINKI)

**ADDRESS:**

LECTURE HALL 1  
BIOMEDICUM 1  
HAARTMANINKATU 8  
00290 HELSINKI

**Magnet<sup>4</sup>Europe**

# 2025 MAGNET4EUROPE NETWORK CONFERENCE SUPPORTERS



**KU LEUVEN**



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**Magnet4Europe**

# WELCOME

Welcome to the 2025 Magnet4Europe Network Conference in beautiful Helsinki! We're thrilled to bring together healthcare leaders, researchers, and frontline clinicians from across Europe, the United States, and beyond to celebrate our collective journey toward better nursing work environments and improved clinician well-being.

This year, hosted by Helsinki University Hospital HUS, we gather to highlight significant achievements, discuss ongoing challenges, share groundbreaking solutions emerging from the Magnet4Europe initiative, and exploring expansion of the Magnet4Europe Network. The conference will feature insights from hospitals across Belgium, England, Finland, Germany, Ireland, Norway, Sweden and the US, showcasing their unique journeys and valuable lessons learned. Together, we will examine robust evidence linking organizational change with positive impacts on the mental health and professional well-being of healthcare workers, setting a new standard for health systems worldwide.

We warmly welcome international participants to Helsinki to celebrate these accomplishments and set the stage for sustained collaboration and expansion of the Magnet4Europe Network. We're also excited to announce that the next Magnet4Europe Network Conference will take place in Spring 2026 in Berlin, Germany—details forthcoming.

Be sure to join us at the International Council of Nurses Congress, also happening here in Helsinki from June 10-13, 2025, with a Magnet4Europe Plenary on June 10th from 14:30-15:30.



**Prof. Linda H. Aiken**



**Prof. Walter Sermeus**

**Magnet4Europe**

Monday  
June 9th

LECTURE HALL 1

# PROGRAM - MORNING

Time	Topic & Speakers
08:30	<b>Registration and Coffee</b>
09:00	<b>Opening - Welcome</b> <ul style="list-style-type: none"><li>Walter Sermeus and Linda Aiken, Magnet4Europe Directors</li><li>Marja Renholm, Chief Nursing Officer, Helsinki University Hospital HUS, <b>Finland</b></li></ul>
09:10	Priorities for Improving Retention and Recruitment of Nurses. Margrieta Langins, World Health Organization Regional Office for <b>Europe</b>
09:30	<b>Our Journey to Magnet</b> Gaining Institutional Support, Meeting Challenges, Lessons Learned. Marita Ritmala, Helsinki University Hospital HUS, <b>Finland</b>
09:50	<b>Magnet4Europe: Progress, Challenges, Solutions</b> <i>Moderator: Anne Marie Rafferty, Kings College London, <b>England</b></i> <ul style="list-style-type: none"><li>Modifying Nursing Leadership Structure: Creating a Chief Nurse Position. Tone Ikdahl, CEO, Lovisenberg Diaconal Hospital, Oslo, <b>Norway</b> and Nancy Albert, Associate Chief Nursing Officer, Cleveland Clinic, <b>US</b></li><li>Achievement of Pathway to Excellence Recognition. Marian Broderick, St. James Hospital, Dublin, <b>Ireland</b> and Nhadelle Hilaire-Volpe, Northwell Long Island Jewish Medical Center, New York, <b>US</b>,</li><li>Step by Step to Magnet and the Highlights on our Journey. Helene Maucher, CNO, RKU, and Head of Department Nursing- Strategie Sana, Ulm, <b>Germany</b> and Dania Block, CNO, Billings Clinic, Billings, Montana, <b>US</b></li><li>Nancy Werner, Städtisches Klinikum Dessau, Dessau, <b>Germany</b> and Alyssa Livengood Waite, Penn Lancaster General Hospital, Lancaster, Pennsylvania, <b>US</b></li><li><b>A Leader's Perspective:</b> Christine Hancock, Past General Secretary of the Royal College of Nursing, Past President of the International Council of Nurses (ICN), Founder of C3 Collaborating for Health, London, <b>England</b></li></ul>
11:00	<b>Morning Break</b>

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# PROGRAM - MORNING

Times	Topic & Speakers
11:30	<p><b>Panel: Creating Linkages to Tackle Future Challenges</b></p> <p><i>Moderator: Walter Sermeus, <b>Belgium</b></i></p> <ul style="list-style-type: none"> <li>• Sebastian Dienst, Deutsches Herzzentrum der Charité, Berlin, <b>Germany</b>, member of EUHA</li> <li>• Katarina Meijers, Karolinska University Hospital, Stockholm, <b>Sweden</b>, Representative from European University Hospital Alliance (EUHA)</li> <li>• Koen Balcaen, University Hospital Leuven, <b>Belgium</b>, member of EUHA</li> <li>• EU COST Initiative. Jonathan Drennan, University College Dublin, <b>Ireland</b></li> <li>• Extending Research on Magnet4Europe Impact and Outcomes. Julia Köppen, Technical University Berlin and Bielefeld, <b>Germany</b> and Linda Aiken, University of Pennsylvania, <b>US</b></li> <li>• Rebecca Graystone, Senior Vice President, American Nurses Credentialing Center (ANCC), <b>US</b>, Perspectives from ANCC.</li> </ul>
12:40	<p><b>Progress in Benchmarking</b></p> <p><i>Moderator: Karen Lasater, University of Pennsylvania, <b>US</b></i></p> <ul style="list-style-type: none"> <li>• Elena Wuzel, Deutsches Herzzentrum der Charité, Berlin, <b>Germany</b>, Update on German Benchmarking Initiative</li> <li>• Thomas van den Hooven, University Hospital Münster, <b>Germany</b></li> <li>• Marita Ritmala, Helsinki University Hospital HUS, <b>Finland</b></li> <li>• Maureen Lal, Senior Director, ANCC Magnet Recognition Program, <b>US</b></li> </ul>
13:30	<p><b>Lunch &amp; Poster Session</b></p>

Monday  
June 9th

LECTURE HALL 1

# PROGRAM - AFTERNOON

## Times

## Topic & Speakers

14:30

### **Magnet4Europe Twinning Partners: Action Plans**

*Moderators: Lisa Smeds Alenius, Karolinska Institutet, Stockholm, **Sweden** and Joan Kleine, Technical University of Berlin, **Germany***

- Andreas Kocks, University Hospital Bonn, **Germany** and Jennifer Croland, OSF Healthcare/St. Francis Medical Center, Peoria, IL, **US**
- Kim Van Achteren, AZ Sint Maarten, **Belgium**, Allison Benziger, Penn Princeton Health, New Jersey, US and Jackie Keane, El Camino Health, Mountain View, California, **US**
- Lena Swedberg and Andreas Svensson, Södertälje Hospital, Stockholm, **Sweden**
- Jorun Thoma, University Hospital Freiburg, **Germany** and Carolyn Davidson and Lori Grischott, Lehigh Valley Health Network, Allentown, Pennsylvania, **US**
- Thomas van den Hooven, University Hospital Münster, **Germany** and Jessie Reich, Hospital of the University of Pennsylvania, Philadelphia, **US**

15:45

### **CNO Panel: Gaining Support of Institutional Leaders for Magnet/Pathway Journey**

*Moderator: Debbie Burke, VP and CNO, Massachusetts General Hospital, Boston, **US***

- Sharon Slattery, Director of Nursing, St. James Hospital, Dublin, **Ireland**
- Lena Swedberg, CNO, Södertälje Hospital, Stockholm, **Sweden**
- Koen Balcaen, CNO, University Hospital Leuven, **Belgium**
- Cheryl Reinking, CNO, El Camino Health, Mountain View, California, **US**
- Colleen Mattioni, CNO, Hospital of the University of Pennsylvania, Philadelphia, **US**

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# PROGRAM - AFTERNOON

Times	Topic & Speakers
16:30	<b>Open Microphone</b> <i>Moderator: Linda Aiken</i>
16:40	<b>News from Magnet4Europe Stakeholders</b> <ul style="list-style-type: none"><li>• Mary del Guidice, Tipton Health</li><li>• Rebecca Graystone, Maureen Lal, and Christine Pabico, ANCC Magnet and Pathway Recognition Programs</li></ul>
17:05	<b>Closing:</b> Walter Sermeus and Linda Aiken
17:10-18:30	<b>Reception</b>



# MAGNET4EUROPE 2025

## HELSINKI VISITOR GUIDE

Welcome to Helsinki! To ensure a seamless experience during the Magnet4Europe 2025 Conference, here's a concise guide covering essential aspects of your visit.

### Transportation & Getting Around

Helsinki boasts an efficient public transportation system managed by HSL, encompassing trams, buses, metro, and ferries. For convenience, download the HSL app from the App Store or Google Play to access routes, schedules, and ticket purchases. A single ticket (zones A-B) suffices for most city travel and is valid across all modes. **Visit: <https://www.hsl.fi/en>**

### From Airport to City Center

Helsinki Airport (HEL) connects to the city center via I and P trains, departing every 10 minutes and reaching the Central Railway Station in approximately 30 minutes. An ABC zone ticket is required for this journey. Alternatively, HSL bus 600 offers a direct route to central Helsinki in about 40 minutes. Taxis and ride-sharing services like Uber are also available, with fares around €35 to the city center.

### Ride-Sharing Services

Uber operates in Helsinki, providing an alternative to traditional taxis. Ensure you have the app installed for seamless bookings. *\*Lyft does not operate in Helsinki*

### Getting to Biomedicum

Biomedicum Helsinki (conference venue at Haartmaninkatu 8, in the Meilahti district) is about 4 km from the city center. The area is well-served by public transit. You can take tram line 4 from downtown Helsinki towards “Meilahti”/ “Munkkiniemi” – it stops near the Meilahti hospital campus, just a few minutes’ walk from Biomedicum. Several bus lines (e.g. bus 14, 18 or others) also run from central Helsinki to the Tukholmankatu stop by the venue. The journey is roughly 15–20 minutes by tram or bus. Use the HSL journey planner ([www.hsl.fi/en](http://www.hsl.fi/en)) to find the best route from your location.

# MAGNET4EUROPE 2025

## HELSINKI VISITOR GUIDE

### Local Travel Tips

#### Metro Access

Please note that the metro does not serve Biomedicum or Messukeskus. Use trams, buses, or local trains instead for these destinations.

#### Trunk Line Buses

For fast, direct travel between venues, use trunk line buses #500 and #510, which connect Meilahti (Biomedicum) and Messukeskus (ICN venue).

#### Tram Service Advisory

Due to construction near Meilahti, tram routes may be temporarily adjusted. Buses remain the most reliable option for accessing Biomedicum during this time.

#### Taxis and Ride-Sharing

Use official taxi services with a yellow "Taksi" light and clear pricing signage. Recommended providers include Taksi Helsinki, Lähitaksi, and FixuTaxi. Uber and Bolt are also available throughout Helsinki.

#### City Bikes

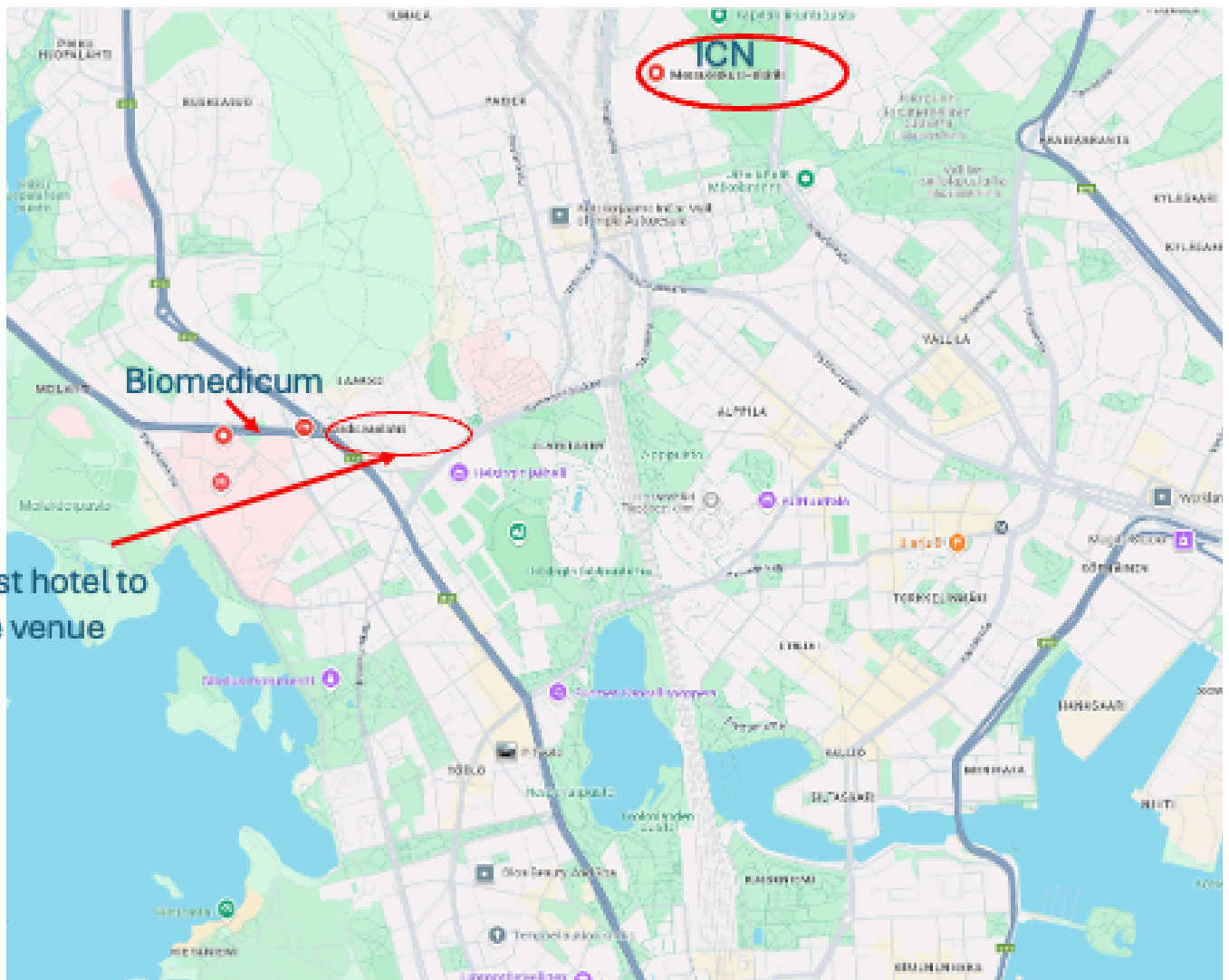
Helsinki's yellow city bikes are a fun and efficient way to get around. Rent via the HSL app or visit [myhelsinki.fi](https://myhelsinki.fi) for info. Bike stations are available across the city.

### Maps & Info

For route planning on the go, the HSL app and Google Maps transit feature work great. If you prefer paper or PDF, HSL provides official route maps for all transport lines – you can find these on the HSL website (buses, tram network, metro map, etc.).

The Helsinki city center transit map and a full rail network map are handy for understanding the system. You'll also see stop displays and network maps in stations and inside vehicles.

# HELSINKI CITY CENTER MAP



# MAGNET4EUROPE 2025

## HELSINKI VISITOR GUIDE

### Dining & Restaurants

Helsinki's food scene offers everything from traditional Finnish dishes to high-end Nordic cuisine. Here are some top dining options:

#### Waterfront & Market Square (Scenic & Casual)

- Kappeli – Historic café with Finnish classics.
- Sipuli – Upscale dining with cathedral views.
- Niska – Cozy spot for Åland-style pizzas.
- Toppa – Trendy rooftop bar with harbor views.
- Bacco – Lively Italian enoteca & pizzeria.

#### Island Restaurants (Short Ferry Ride)

- NJK – Elegant summer restaurant on Valkosaari Island.
- Suomenlinnan Panimo – Brewery-restaurant on Suomenlinna Fortress Island.

#### Michelin-Guide & Fine Dining

- Olo – Michelin-starred Nordic tasting menu.
- Nokka – Farm-to-table cuisine, fresh local ingredients.
- Natura – Intimate dining with seasonal Finnish flavors.
- Muru – Relaxed bistro with French-Nordic dishes & top wines.

#### Traditional Finnish Cuisine

- Lappi – Rustic Lapland-inspired restaurant with reindeer & salmon.
- Finnjävel – Modern reinvention of classic Finnish dishes.

#### Near the Conference Venue (Meilahti)

- Restaurant White Lady – Classic Finnish dining, 10-min walk from Biomedicum.
- Mestaritalli – Summer terrace restaurant with scenic bay views.

 For more options, visit: <https://www.myhelsinki.fi/visit/things-to-do/eat-drink/>

**Reservations are recommended for popular spots, especially fine dining and island restaurants.**

# MAGNET4EUROPE 2025

## HELSINKI VISITOR GUIDE

Travel Tips &  
Local Info

### Internet Access

Helsinki offers extensive free Wi-Fi, especially in public areas and establishments. Look for networks like "Helsinki City Open WLAN". For continuous connectivity, consider purchasing an eSIM from providers such as Airalo or Nomad, offering affordable data plans without the need for physical SIM cards.

### Weather in June

Expect mild temperatures (18–20°C / 65–68°F) with long daylight hours. Evenings can be cool (10–12°C / 50–54°F), so bring a light jacket. Occasional rain is possible —packing a small umbrella or waterproof jacket is recommended.

### Currency & Payments

Finland uses the Euro (€). Helsinki is mostly cashless, with credit/debit cards and contactless payments widely accepted. ATMs (Otto) are available, but carrying cash is rarely necessary. Electrical outlets are Type F (EU standard, 230V).

### Tipping

Not required in Finland. Service charges are included in bills. If you wish, you can round up or leave 5–10% for exceptional service, but it's optional.

### Local Customs

Finns value personal space and may seem reserved but are helpful when approached. Punctuality is expected, and queueing is orderly. On public transport, let people exit before boarding. Stand on the right side of escalators, walk on the left.

### Language

English is widely spoken, especially in tourist areas. Finnish phrases:

- "Hei" / "Moi" = Hello
- "Kiitos" = Thank you
- "Anteeksi" = Excuse me / Sorry
- Signs often include Finnish & Swedish, but English translations are common.

Enjoy your time in Helsinki and Tervetuloa! (Welcome!)

# THANK YOU!

We hope you had a wonderful time and are filled with energy to move your journey forward!

## UPCOMING EVENTS:

Please mark your calendar for the **2026 Magnet4Europe Network Conference** in **Berlin, Germany**, scheduled for May or June (exact dates TBA).

You are invited to join us for the **International Council of Nurses Congress** in **Helsinki** from June 10-13, 2025, including a Plenary on Magnet4Europe on June 10 from 14:30 to 15:30. For registration and additional information, please visit: <https://icncongress.org>

## Want to know more about Magnet4Europe?

Check out our website, subscribe to our newsletter and follow us on X!



[www.magnet4europe.eu](http://www.magnet4europe.eu)



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Thank you again to all the supporters and participants of the 2025 Magnet4Europe Network Conference!

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