

Professional Practice Model - Nursing at a Higher Level

Core Values/
Faith Based Practice

The Magical Transformation of a Culture: Measuring Outcomes of a Professional Practice Model

Caring
Patient/Family Relationships

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Community Connections Professional Practice & Behaviors

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- 750 beds
- Approximately 2500 nurses
- Level III Trauma Center
- Dedicated Women's Hospital
- Peyton Manning Children's Hospital at St. Vincent
- Behavioral Health
- Transplant Services

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- Largest NICU in state (75 beds)
 - ~ Level III obstetrics
 - ~ Level IV Neonatal



Professional Development

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Awards
Faith Based Practice

- Top 100 Hospitals – U.S. News & World Report
- Thompson Reuters
- Becker's
- Health Grades



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Disease Specific Certifications
Faith Based Practice

- Joint Commission Disease Specific Accreditations
 - ~ Joint and Spine
 - ~ Congestive Heart Failure
 - ~ Women's
 - ~ Diabetes*
 - ~ VAD
 - ~ Stroke



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Objectives

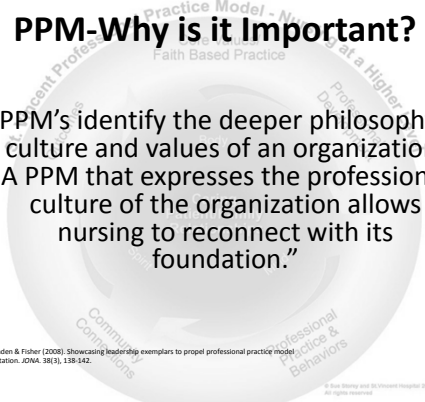
- Describe strategies for PPM enculturation
- Identify tangible measurements to evaluate enculturation of the PPM

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PPM-Why is it Important?

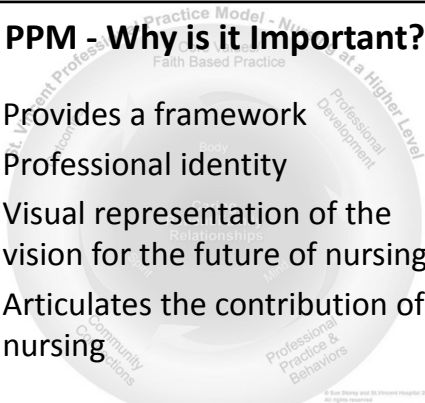
“PPM’s identify the deeper philosophy, culture and values of an organization. A PPM that expresses the professional culture of the organization allows nursing to reconnect with its foundation.”

Storey, Linden & Fisher (2008). Showcasing leadership exemplars to propel professional practice model implementation. JONA, 38(7), 138-142.



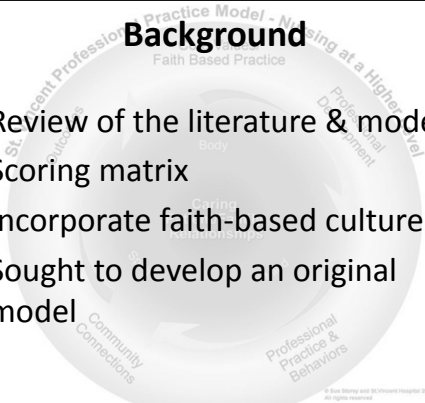
PPM - Why is it Important?

- Provides a framework
- Professional identity
- Visual representation of the vision for the future of nursing
- Articulates the contribution of nursing



Background

- Review of the literature & models
- Scoring matrix
- Incorporate faith-based culture
- Sought to develop an original model



PPM Development

- An initial PPM framework was developed
- Focus groups to describe what is "Nursing at a Higher Level?"
- Themes identified
- Returned to focus groups

St. Vincent PPM- Nursing at a Higher Level

- Original
- Developed by and for our nurses
- Vision for nursing
- Pertinent to all nurses
- Copyrighted

Nursing at a Higher Level

Enculturation

- The process individuals go through to learn about their group culture, modify and adapt to common or expected behaviors and ideas.
<http://dictionary.reference.com/browse/enculturation?s=t>
- Implies that the professional nursing environment is socialized so that the PPM actualizes the work being performed and is not in addition to the work.

Enculturation Strategies

- Assessing the organization's culture is important to understand present reality in contrast to the vision of where the organization needs to move.

Enculturation Strategies

- Initial efforts aimed at marketing
- Identified need for enculturation

Enculturation Strategies

- Magnet champions
- Nursing portal
- Orientation of new hires
- CNS Team

Enculturation Strategies

Enculturation Strategies

Enculturation Strategies

- Nursing strategic plan
- Annual report
- Clinical ladder
- Meeting agendas
- Powerpoint slides
- Nursing at a Higher Level - nursing newsletter

Enculturation Strategies

Agenda Item	Lead	Title	Reflection of Professional Practice
			Professional Practice Changes
			Patient Safety
			Quality Improvement
			Research
			Education
			Community Connections
			Professional Practice & Behaviors
			Shared Governance
			Leadership
			Financial Management
			Information Systems
			Legal/Regulatory
			Marketing
			Human Resources
			Facilities
			Supply Management
			Environmental Services
			Food Services
			Recreation
			Security
			Transportation
			Other

Enculturation Strategies

Inside this issue:

- Message from the CEO
- 2013 PMA & Engage Calendar
- Executive News
- Shared Governance
- Nursing Excellence Council
- Wish List
- Annals & Submissions
- Andrew Reed
- Practice Case Studies
- 2013 Clinical Practice
- Community Connections
- Continued Education
- Continuing Education
- Continuing Education

Why Give 2 When 1 Will Do?

The shared governance program at St. Vincent Hospital will be rolling out an education and awareness campaign for the coming year. The campaign will focus on the shared governance program as the main message and will be a key part of the shared governance program. The campaign will focus on the shared governance program as the main message and will be a key part of the shared governance program. The campaign will focus on the shared governance program as the main message and will be a key part of the shared governance program.

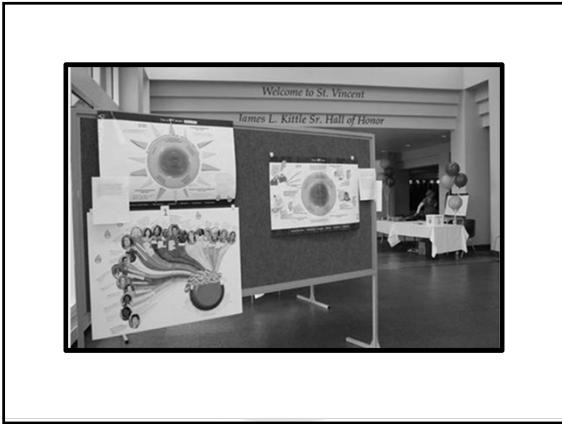
Enculturation Strategies

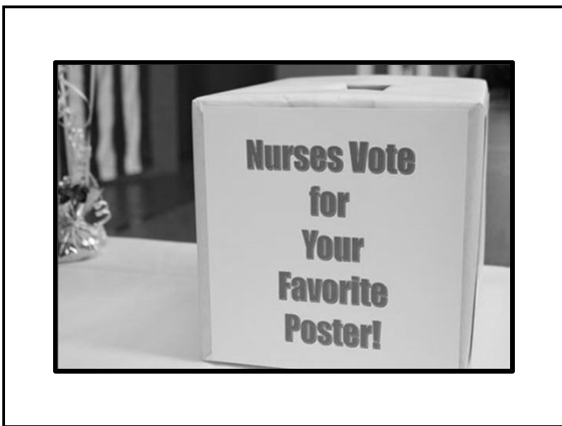
- Partnering phrases to PPM components
 - ~ Grow (Professional Development)
 - ~ Know (Professional Practice & Behaviors)
 - ~ Sow (Community Connections)
 - ~ Show (Outcomes)

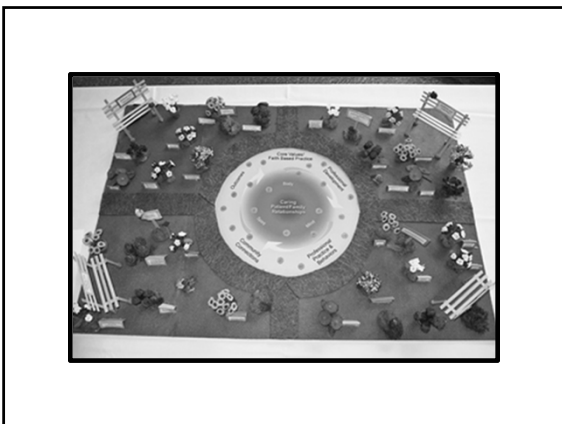
Enculturation Strategies

- Conceptual and abstract to internalization and embodiment
- Sharing stories
 - ~ Living the PPM
- My Model contest











Enculturation Strategies

- My PPM Youtube videos
 - ~ Creative and memorable
 - ~ Examples of living the PPM

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This is MY Model!

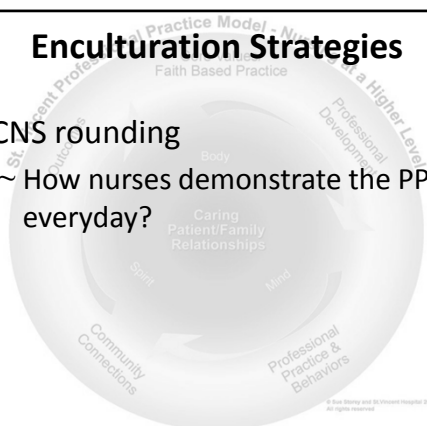
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Enculturation Strategies

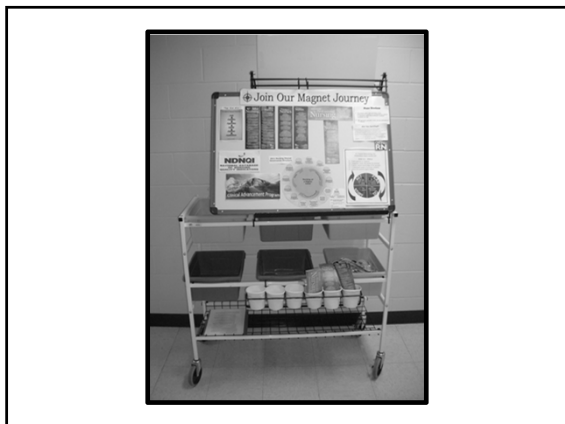


Enculturation Strategies

- CNS rounding
~ How nurses demonstrate the PPM everyday?







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“Successful implementation of a PPM requires reflective leadership styles with internalization and demonstration of the PPM’s philosophy incorporated into everyday practice.”

Storrey, Linden & Fisher (2008). Showcasing leadership exemplars to propel professional practice model implementation. JONA, 38(3), 138-142.

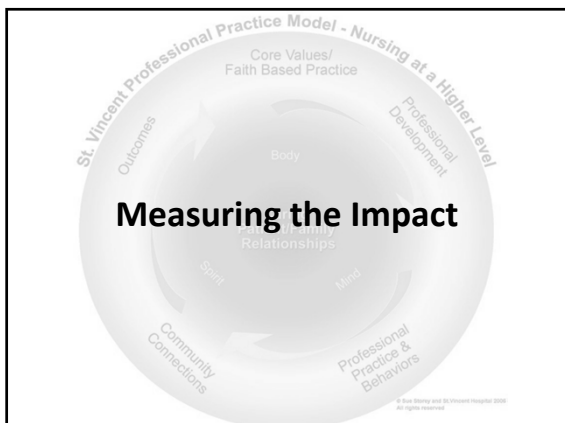
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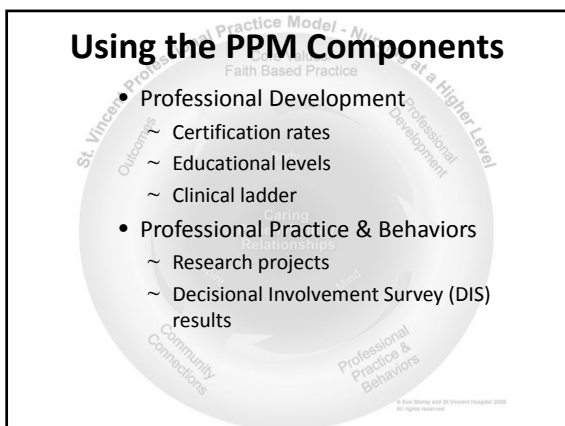
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Role of Leadership

- Share a vision for the future
- Champion the advancement of nursing
- Highlight how nurses “live the PPM”
- Exemplify leadership style congruent with the PPM

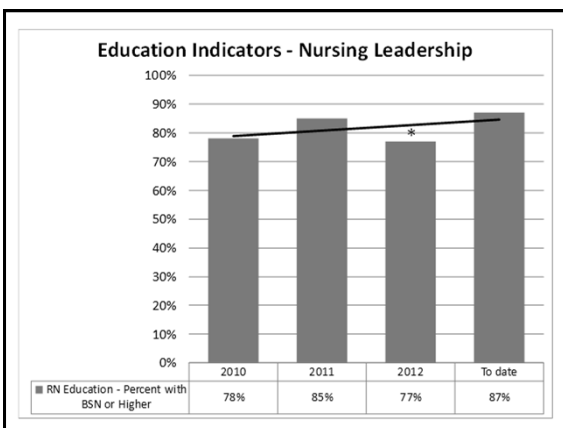
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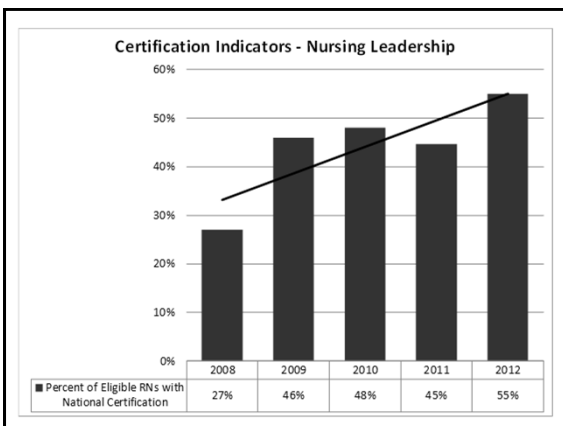


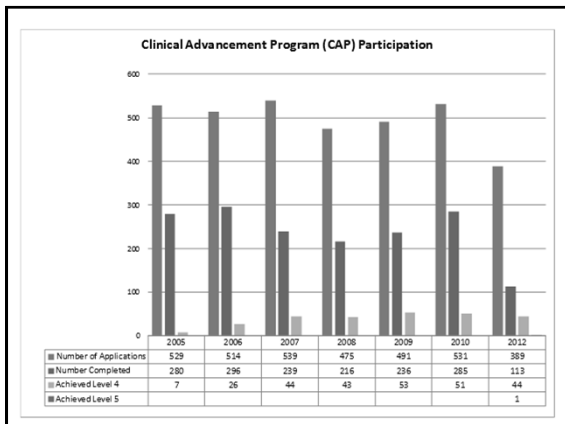




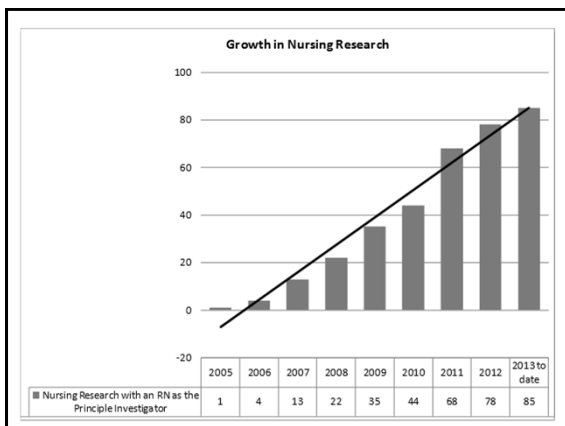


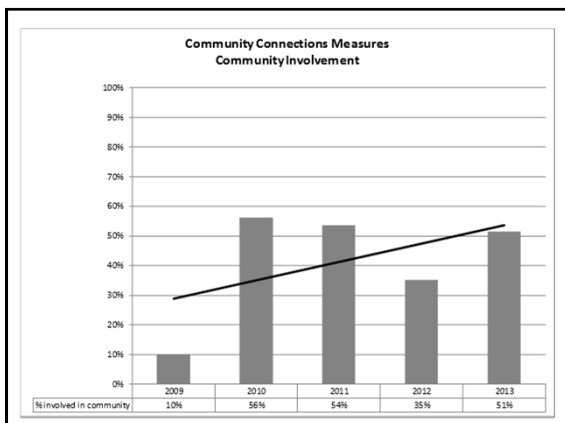


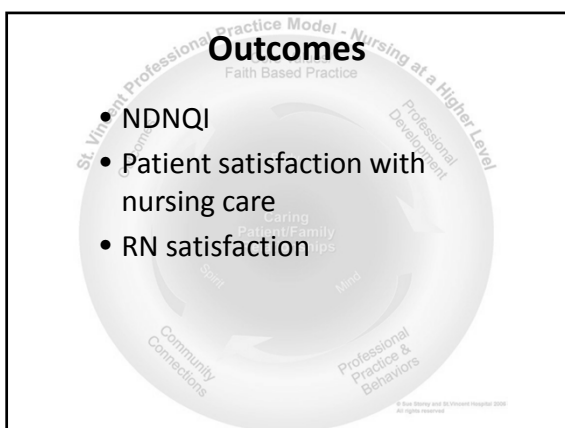


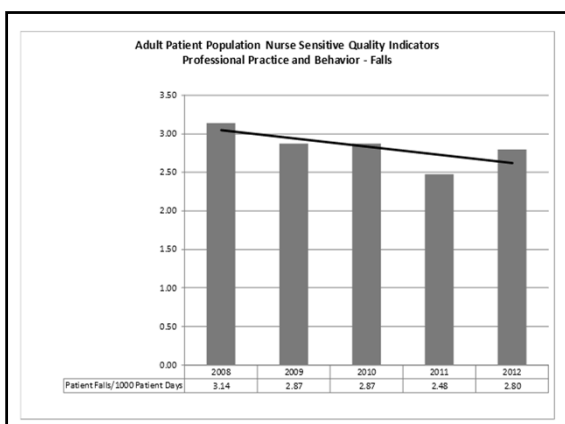


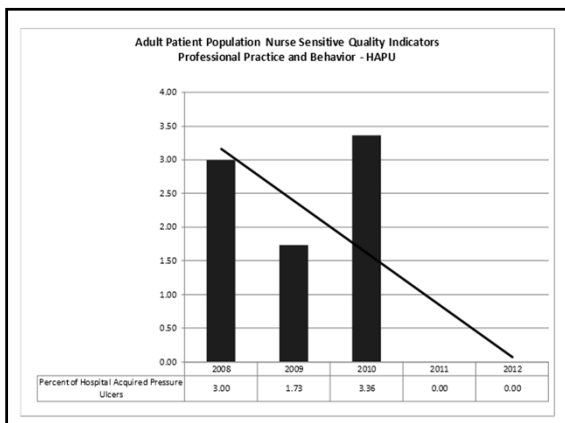


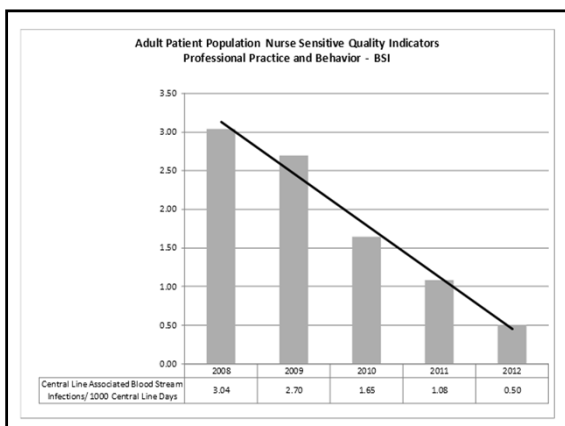


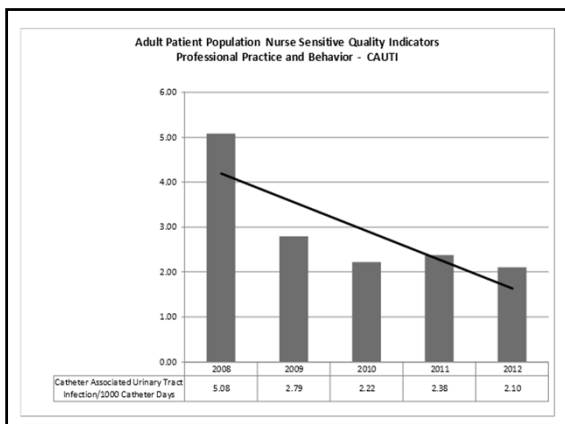


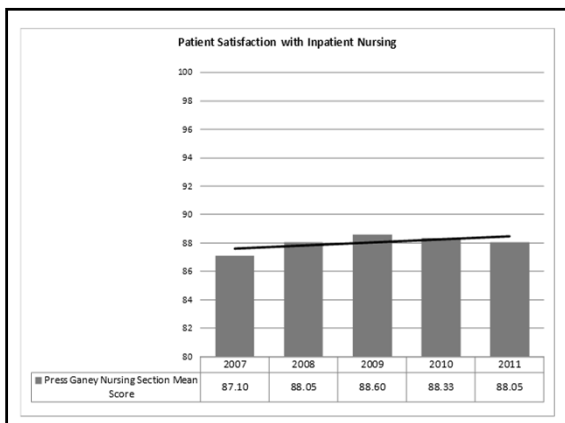


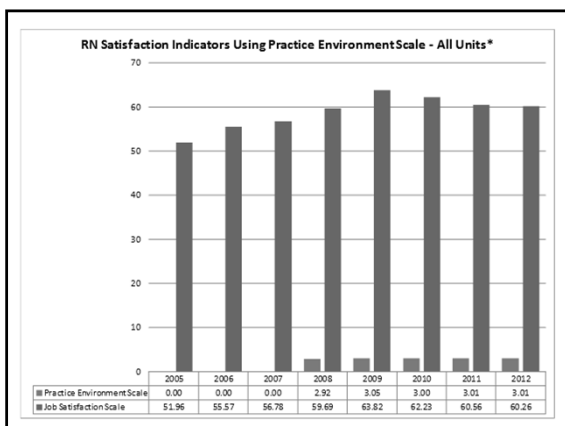












Magnet Exemplar

- Nurse articulation/examples
 - ~ Meetings
 - ~ Unit visits
- Community Stakeholder Meeting
- Connection to Outcomes
- Organizational support

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Implications for Nurse Executives


- Cultural readiness
- Transformational leadership
- Empowerment

Implications for Nurse Executives

- Guides nursing practice
- Allows nurses to articulate the impact nursing care has on outcomes
- Supports philosophy of empowerment

Lessons Learned

- Marketing alone not effective
- Takes time and effort
- Define measurements at time of PPM creation/adoption
- Identify processes for obtaining measures



Next Steps

- Integrate EP1, EP2EO of new Magnet manual
- Deeper dive in data collection
- Define detailed processes for key data collection

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Empowerment is not about giving people power, but its found in the wealth of knowledge and motivation people have to do their jobs "magnificently".

Ken Blanchard

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