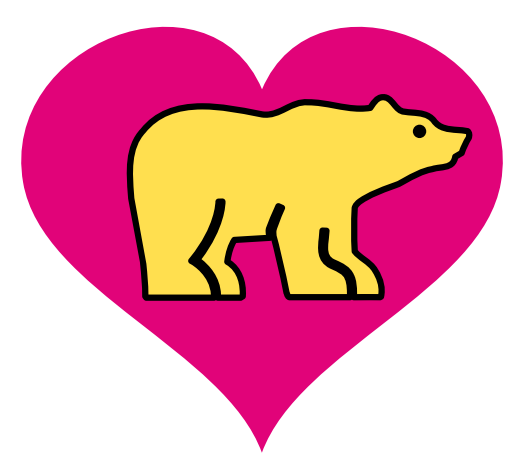


Follow the Leader: A Leadership - Led Orientation Initiative



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Background

- Changes in the workforce led to 81.21% of nursing staff categorized as novice with less than 2 years of experience.
- High turnover and vacancies left current preceptors without adequate qualifications to carry on the preceptor role, as they too are not experienced nurses.
- Nurses require professional development and exposure to become experienced with sustained attributes needed to precept a new nurse.

Purpose

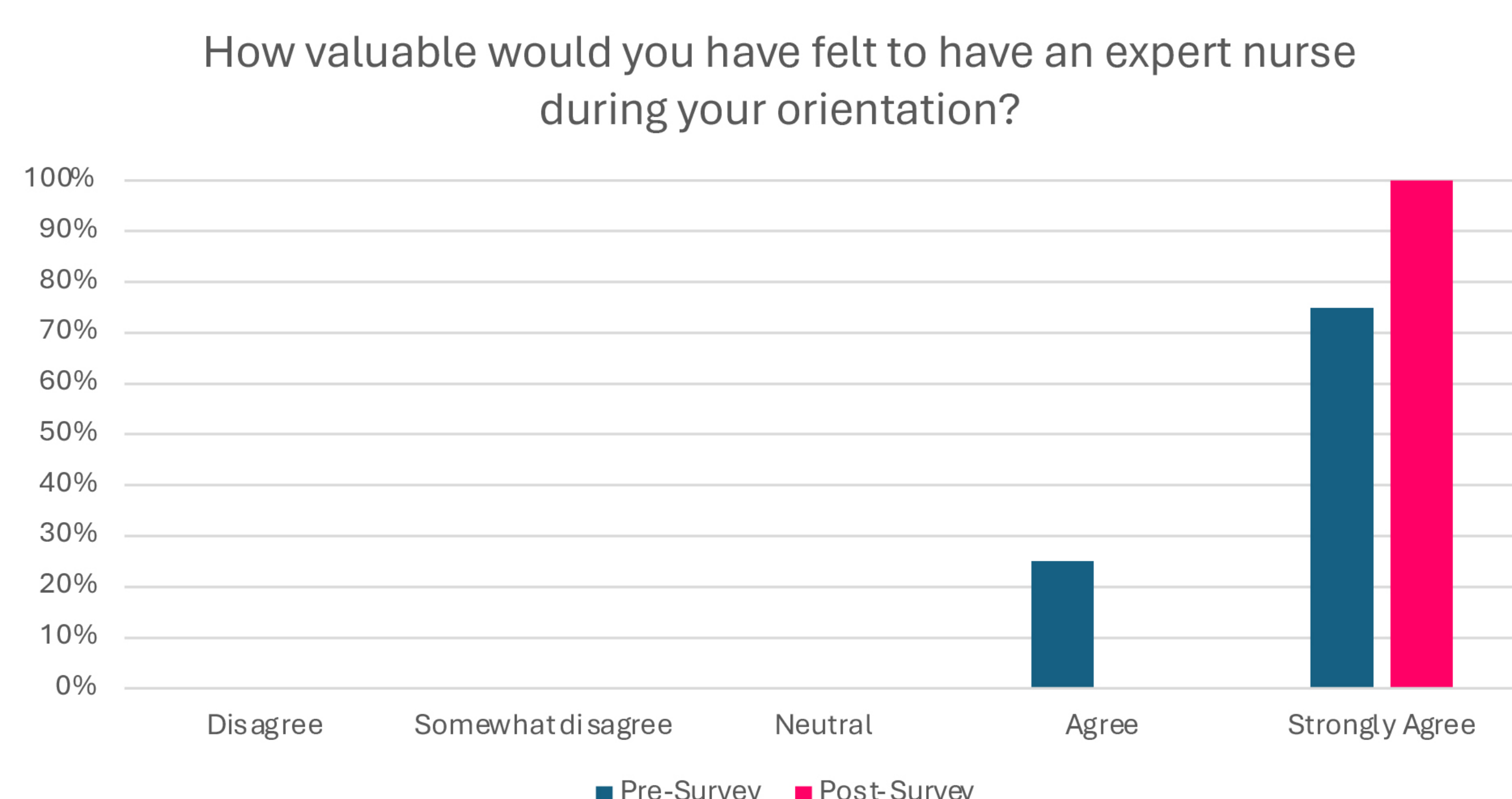
- This initiative focuses on orienting new nurse residents by the unit's leadership team who maintain their expertise at the bedside current.
- The purpose of this project is to develop a leadership-led orientation model for new nurses that will enhance autonomy, skill set and critical thinking on a night shift medical surgical unit. This will alleviate preceptor burnout and exhibit leadership's commitment to patients and staff.

Methods

- Total time for clinical nurse orientation is 13 weeks.
- The clinical nurse will rotate at the 6 and 12-week mark with the goal to orient with a leader for at least 2 shifts.
 - This leader empowers and influences "as an educator, role model, evaluator, and protector for newly hired nurses to enculture them into a health-care organization's environment and align their nursing practice with an organization's mission, values, and goals". The focus of the time spent with new nurses was to foster critical thinking, assertiveness and lead a new initiative to enhance knowledge deficits.
- The nurse residents received a pre and post survey on their experience.

Outcomes

- Surveys resulted in a 100% increase from pre to post feedback of having a leader expert preceptor and satisfaction with initiative.
- All nurse residents selected 'strongly agree' for feeling the leadership orientation was valuable to their experience.
- Feedback provided included 'helped fine comb through what I also need to work on' and 'I learned from a different perspective.'

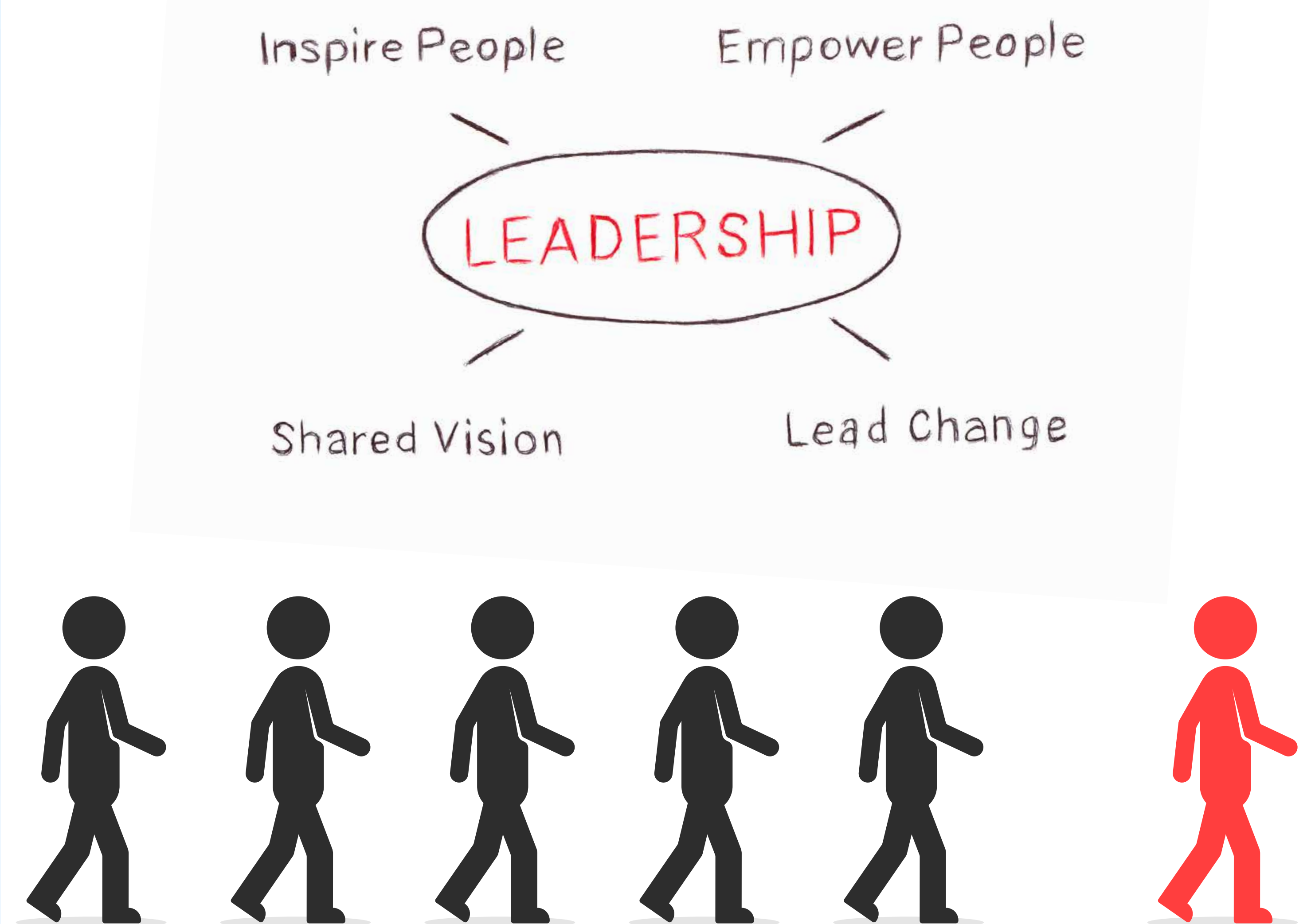


Conclusion

- This model positively impacts the nightshift's expertise and autonomy by improving critical thinking to elevate safe and quality practice while decreasing preceptor burnout. This model shows leadership's focus to empower and influence patient safety, quality of care and the work environment.

Implication for Practice

- The unit's leadership involvement in new hire orientation will continue to be implemented with future orientees to continue bridging the gap between novice and experienced preceptors.
- Unit leadership involvement reduced preceptor burnout.
- Created positive relationships between leaders and new staff.



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