

Give Them a Boost! Elevating Nurse Leadership at the Unit Level

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Background

Clinical Governance was initiated at Lurie Children's in 1994. In 2016, there was a governance refresh transitioning the structure to Professional Governance. Since that time, the Nursing Governance structure has continued to evolve and change. This work is led by the Nursing Professional Governance Board, the overarching governing body for nursing at Lurie Children's.

Problem

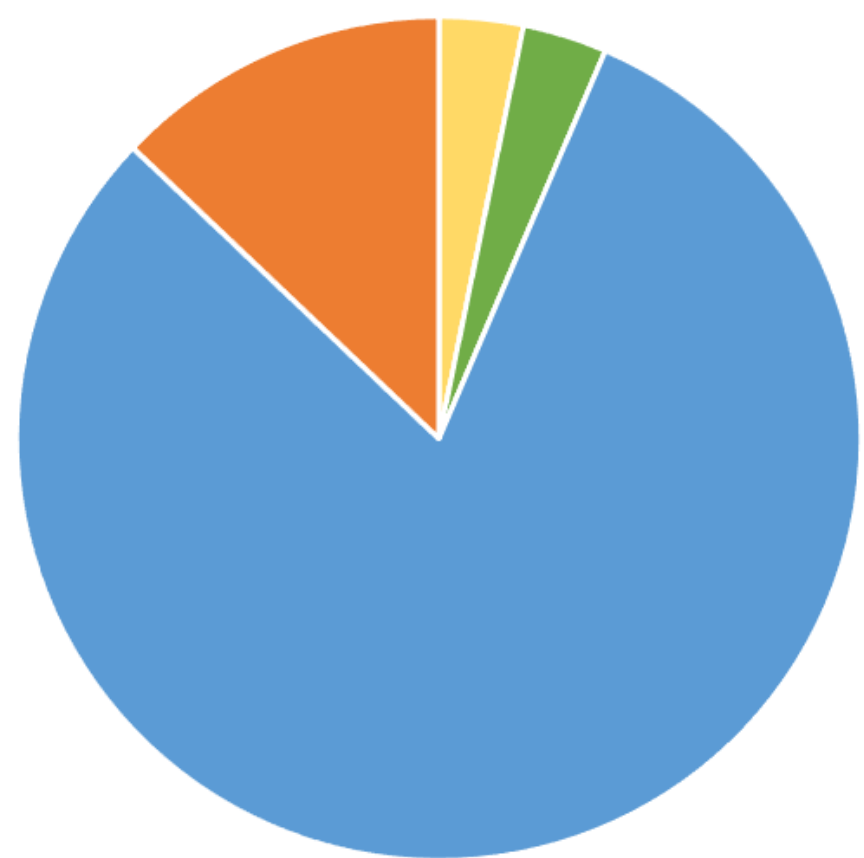
Nurses want to participate in governance at the unit level, but they state a lack of confidence to function as a chair.

Plan for Improvement

Gap analysis demonstrated an opportunity to strengthen clinical nurse leadership skills by developing an abbreviated training like the training done for nurses on the Nursing Professional Governance Board.

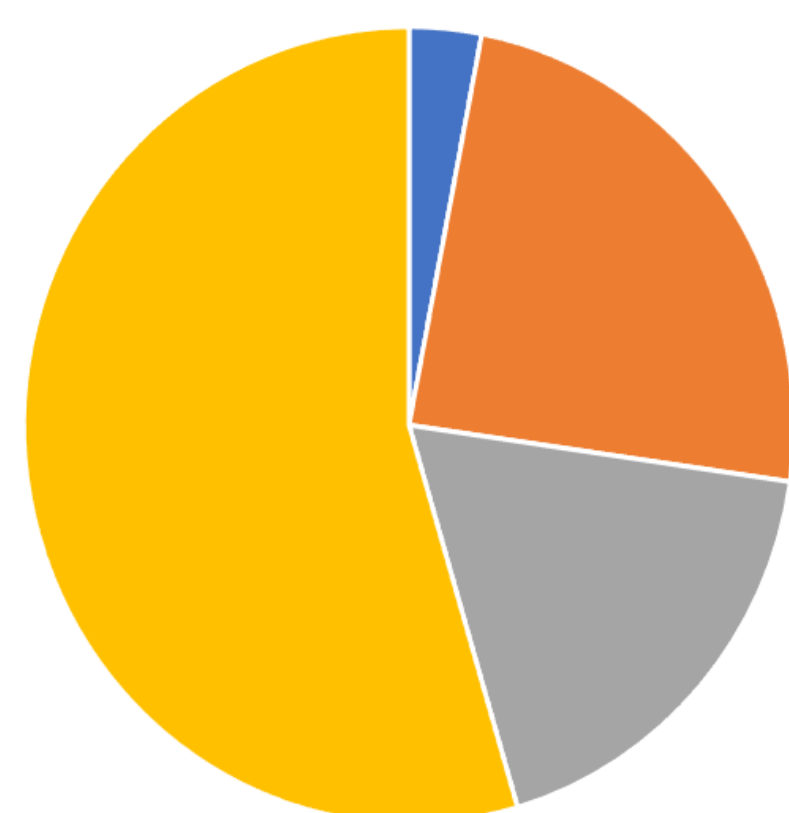
Planning and Attendance

Area Represented



■ ED ■ APP ■ Inpatient ■ Ambulatory

Years on Council/ Committee



■ Less than 1 Year ■ 1-3 Years ■ 3-5 Years ■ More than 5 Years

Marketing:

Class days advertised via email and at all nursing staff meetings

Planning:

The Nursing Professional Governance Board Chair and Co-chair collaborated with multiple teams to create curriculum and offer 3.75 CE's to participants

Attendance:

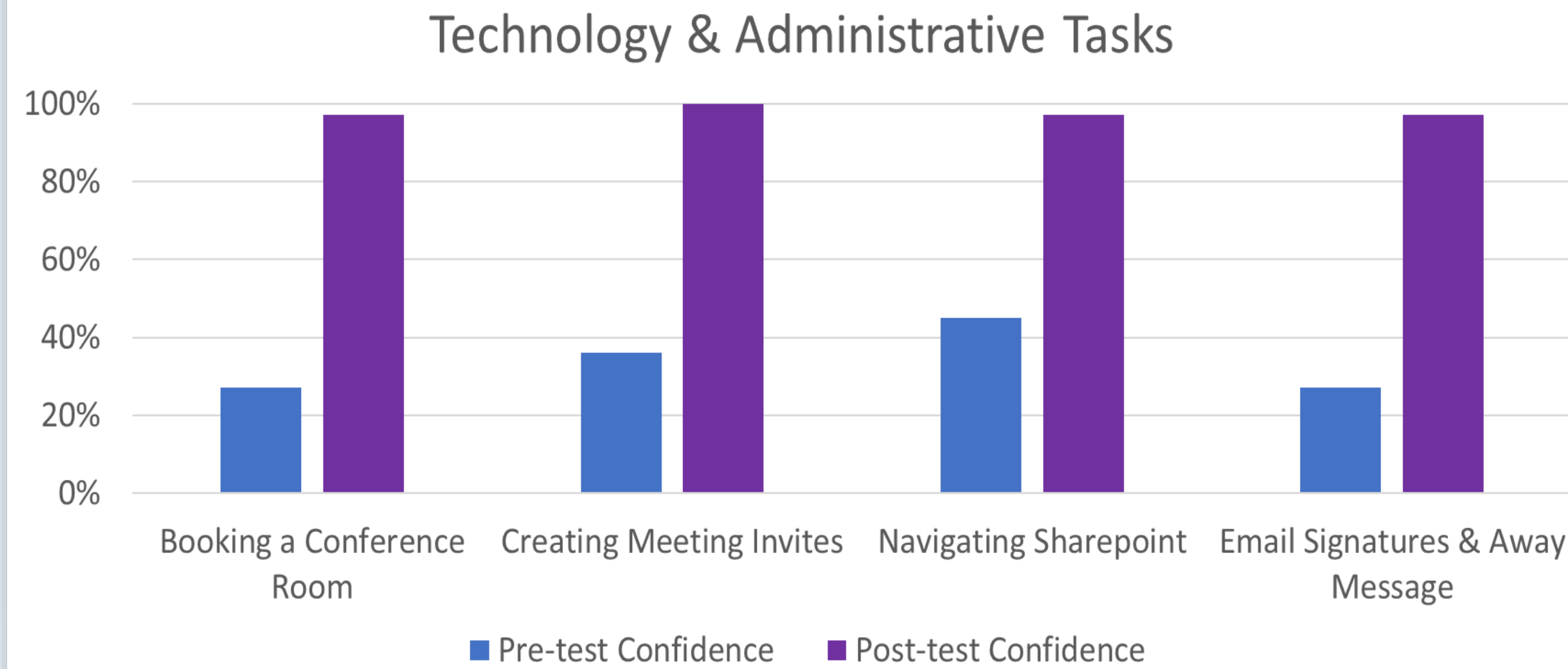
Classes filled within 48 hours and required a wait list. Classes now offered quarterly

Support:

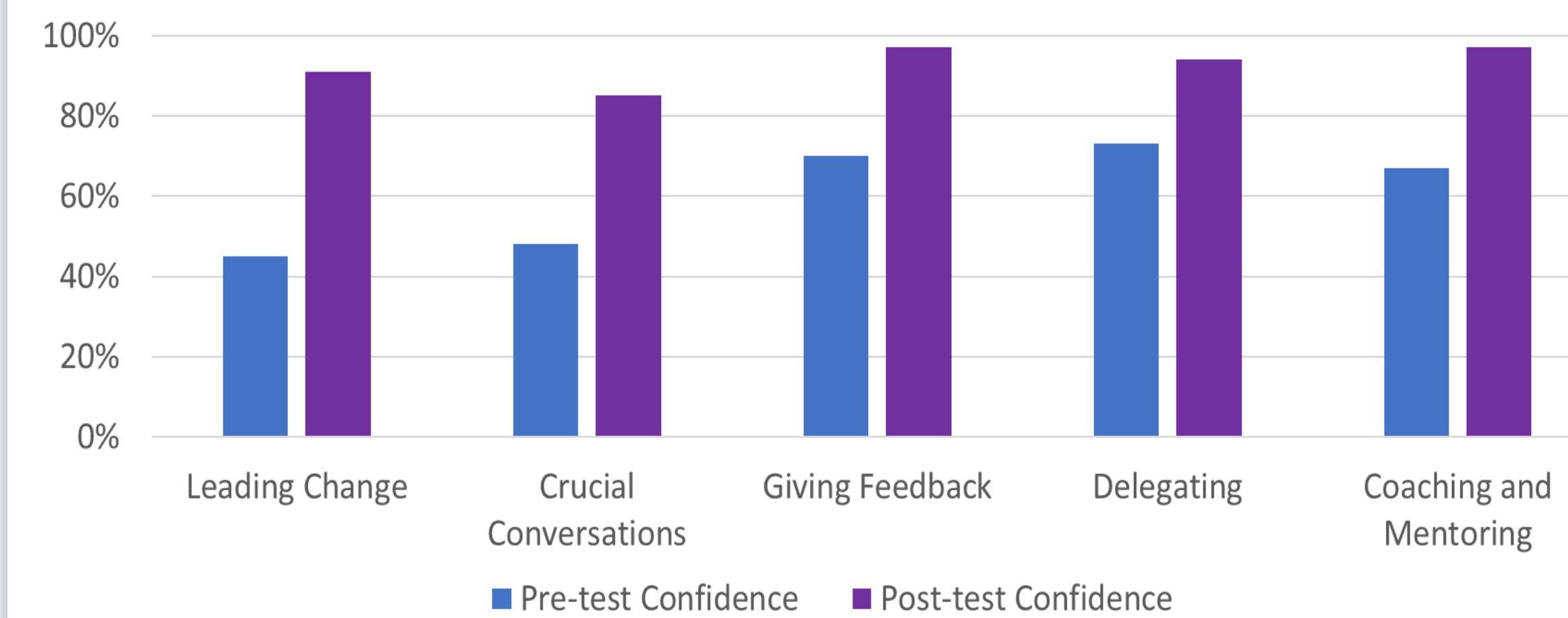
Attendees were given four hours within their budgeted time to attend the training

Outcomes

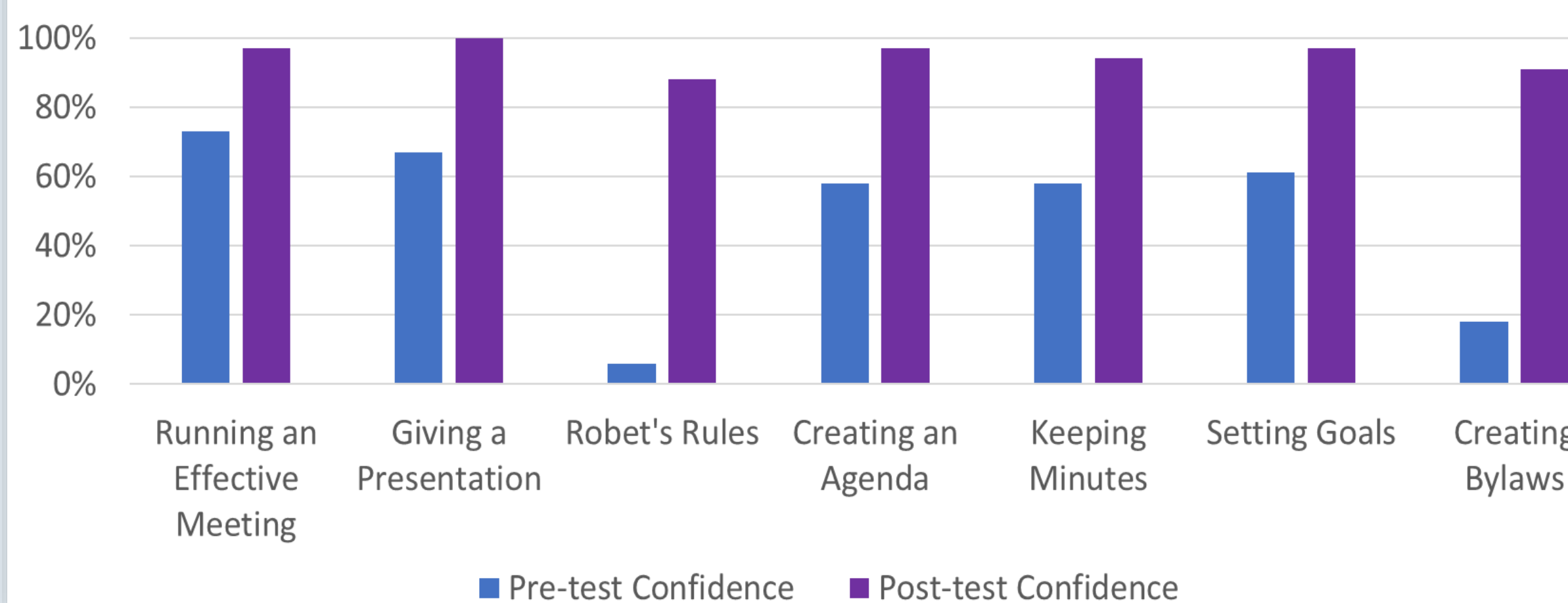
Pre-Post Training Data



Leadership Skills



Meeting Essentials



Unit Benefits

What was the most beneficial skill gained?



Next Steps

What other topics could we have covered?

- Recruiting/ Retention
- Excel
- Simulations

What current topics could use more coverage?

- Mentoring
- Leading on Teams
- Technology
- Communicating/ Utilizing Advisors

References

Porter-O'Grady, T. (2019). Principles for sustaining shared/professional governance in nursing. *Nursing Management*, 50(1), 36-41. <https://doi.org/10.1097/01.numa.0000550448.17375.28>

Porter-O'Grady, T., & Clavelle, J. T. (2020b). The Structural Framework for Nursing Professional Governance: *Nurse Leader*, 18(2), 181-189. <https://doi.org/10.1016/j.mnl.2019.08.004>

Moreno, J. V., & Girard, A. S. (2019). Capitalizing on an existing shared governance structure in developing leadership succession planning. *JONA: The Journal of Nursing Administration*, 49(4), 193-200. <https://doi.org/10.1097/nnn.0000000000000737>

