
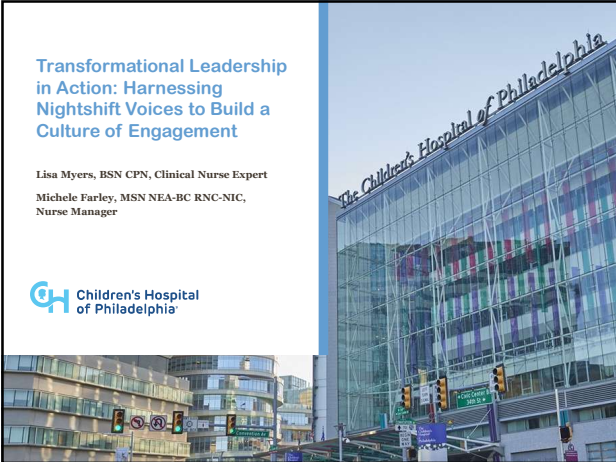



Transformational Leadership in Action: Harnessing Nightshift Voices to Build a Culture of Engagement

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Reflection for the Audience




Daytime access to professional development?



Nightshift representation in leadership & shared governance?





Equal access to leaders, educators and resources across shifts?





2

Unique Challenges of Night Shift

 **High-acuity Care, Fewer Resources**

 **Limited Access to Leadership**

 **Engagement & Retention Risk**



3

Where the Work Began



PERMANENT NIGHTSHIFT FOCUS GROUPS



PSYCHOLOGICAL SAFETY



COMMITMENT TO ACTION



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What Night Shift Told Us

- Presence
- Access
- Recognition
- Connection
- Safety



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From Feedback to Action

Built *With* Nightshift, And *For* Nightshift



LED BY NIGHT-SHIFT LEADER



SHARED GOVERNANCE DRIVEN



STAFF-INFORMED SOLUTIONS



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Nightshift Engagement Program

Education & Skills

Leadership & Shared Governance

Safety & Harm Prevention

Recognition & Wellness

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CH Children's Hospital of Philadelphia

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Nightshift Engagement Program: Education and Skills

- Bi-monthly simulation-based education
- Off-shift skill sign-offs
- Harm prevention champions and targeted education
- Transition rounds with nurse residents

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Nightshift Engagement Program: Leadership and Shared Governance

- Shared Governance partnerships
- 1.0 FTE evening/night Clinical Nurse Leader

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Nightshift Engagement Program: Safety and Harm Prevention

- Bi-monthly simulation-based education
- Shared Governance partnerships
- Harm champions and targeted education
- Transition rounds with nurse residents



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Nightshift Engagement Program: Recognition and Wellness

- 1.0 FTE evening/night Clinical Nurse Leader
- Off-shift skill sign-offs
- Equitable recognition practices
- Wellness initiatives



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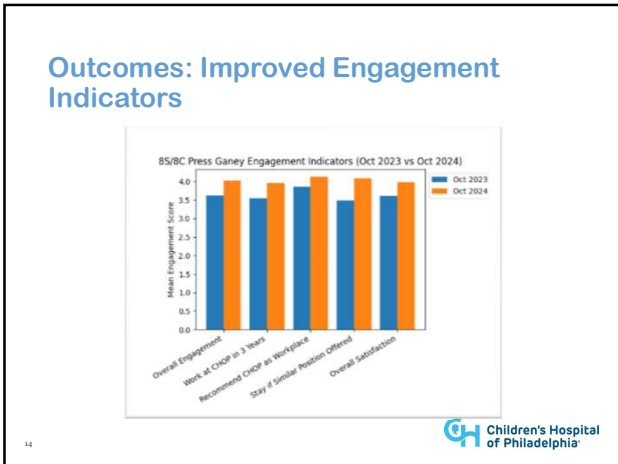


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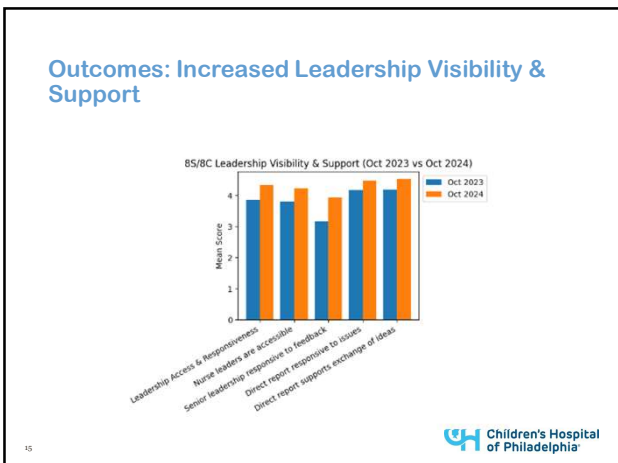
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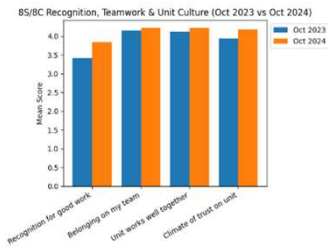


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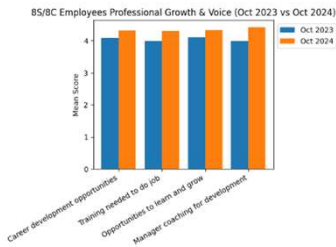
Outcomes: Improved Recognition, Teamwork, and Unit Culture



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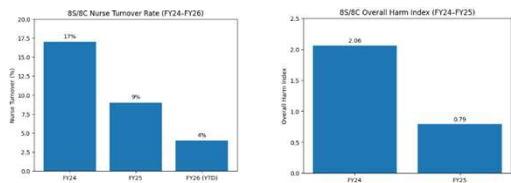
Outcomes: Employees Professional Growth & Voice



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Outcomes: Nursing Turnover Data and Overall Harm Index



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Lessons Learned

Nightshift Engagement CANNOT be accidental

It MUST be intentional



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Transferability: Biggest Takeaways

- Promote night shift participation in shared governance.
- Invest in night shift leadership.
- Maintain strong communication with night shift leaders.
- Make time to be present.



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Most Importantly.....

... TALK TO YOUR TEAM!



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Transformational Leadership




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Questions?


Thank You!




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