Cultivating Nurse Engagement through Shared Governance
Presented by
Bobbi Hallberg, MSN, BSN, RN Chief Nursing Officer, Willapa Harbor Hospital, South Bend, Washington

Linda McClarigan, MSHA, BSN, RN, BC-HA, CNO, VP Patient Care Services, Adirondack Health, Saranac Lake, NY
Shared Governance

• Tim porter-O’Grady
• Kathryn McDonagh, et al
• Robert Hess
Definition

• “a mechanism by which professional nurses work collaboratively together to accomplish both the clinical practice and all related activities that support nursing practice”. K. McDonagh, et al, 2004
• Supports professional practice
• Evidence based
• Decision making tool
• Collaborative
• Accountability
Structure

- Administrative Support
- Committed Nurse Leader
- Education
- Strong Leadership
- Team Development
Team Rules

• Start/End on time
• Respect
• Listen
• Inclusive
• Ancillary departments
Project Selection

- Keep it Simple
- Evidence
- Stakeholders
- Educate/Communicate
- Assess where you are
Project Process

- Lay out the plan (PDSA, PDCA, etc)
- Educate/communicate again
- Implement the change
- Evaluate
- Refine
- Educate some more
- Hold the change
• Lots of Rain
• Minor Foothills
• Logging and Fishing, Oysters
• Flooding
• Roads wash out
Demographics

• Union facility

• Mix of staff

• Small community

• New Leadership
First Project

ER supplies project
• Started with a question
• Discussion
• Hold outs
• Formation of team
First Project

• Added materials staff
• Looked at duplicates
• Education and communication
• Put together plan
First Project

• Began implementation
• Stopped
• Revised plan
• Communicated/Educated again
• Final implementation
• Evaluation
Second Project
Crash Cart Standardization

• Frustration
• Different
• Ownership
Second Project

- Lessons learned
- Smoother process
- Asked for input
- Communication & Education
Lessons Learned

Education and communication
Be patient
Revise Plan
Span of Control
Engagement

- Small wins
- Involvement in process
- Motivation
Questions??
References

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