

Enhancing Patient Outcomes through PeriAnesthesia Clinical Leader Engagement, Development and Unit-Level Shared Governance

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Background

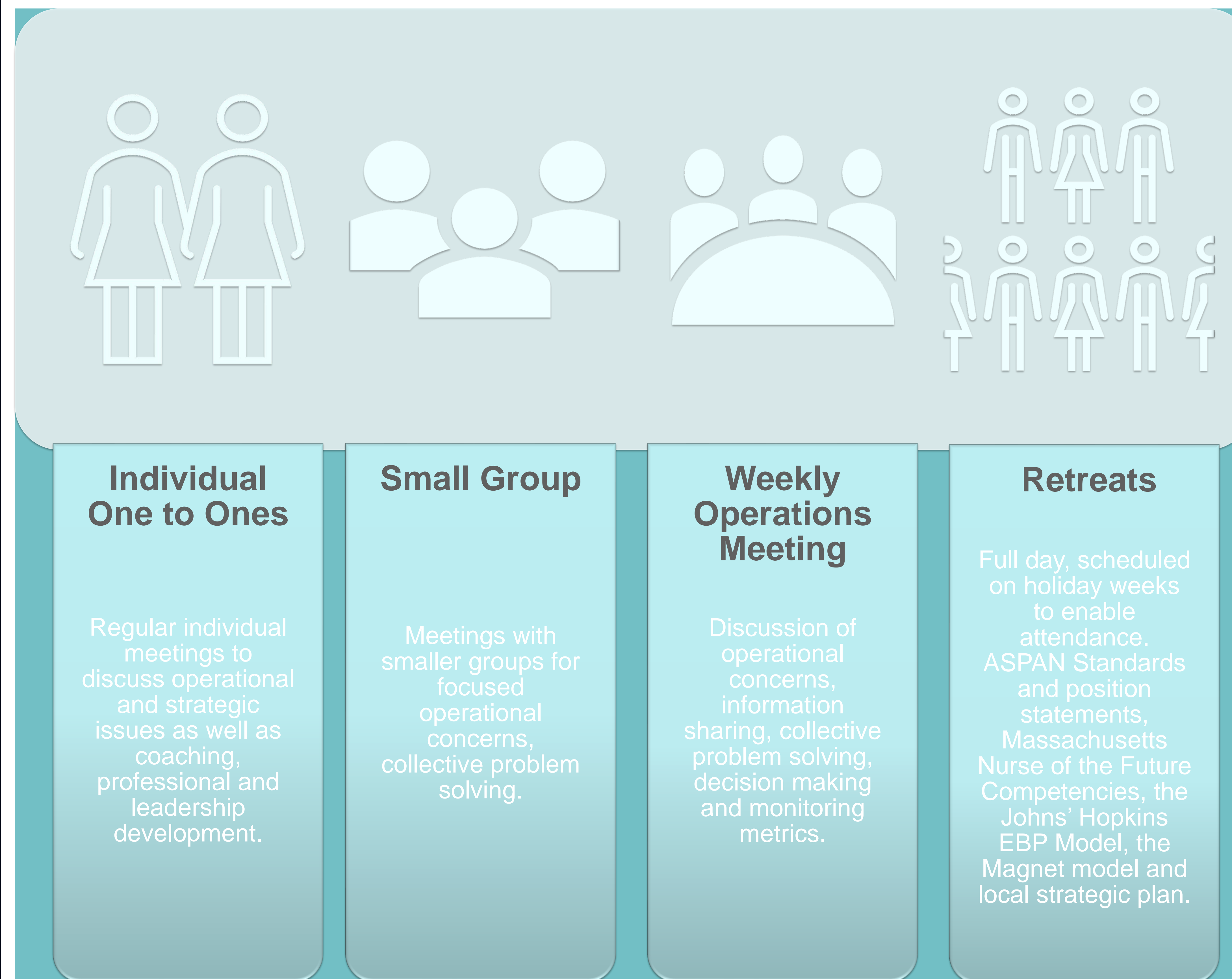
- 171-bed community, Magnet®, teaching hospital that is part of a large, integrated health system identified a need to enhance staff flexibility and the speed with which staff could accommodate change.
- Need for increasingly frequent change management.
- To support optimal effectiveness of their clinical leadership as pivotal change agents, a unit level shared-governance structure was developed and implemented.

Purpose

- To support PeriAnesthesia nurse adaptability through uniting the clinical leadership team of three PeriAnesthesia Departments.
- To enhance clinical leadership team skills around conflict management, professionalism, change management and systems thinking.

Process

- PeriAnesthesia Clinical Leadership Group (PDCLG) was created by the Nurse Director (ND) and Professional Development Manager (PDM).
 - Structure built and implemented to provide regular venues for teambuilding, information sharing, professional and leadership growth, and team problem solving:



Statement of Successful Practice

- Multiple new processes implemented rapidly.
- CPAN and CAPA certification rates increased within CL group and staff overall.
- Clinical Leaders reported greater group cohesion, growth of their leadership skills and greater satisfaction in their roles.

Implications for Practice

- Adaptable, empowered PeriAnesthesia nurses can be powerful change agents and contribute to advancing patient care.
- PeriAnesthesia nursing leaders can support autonomy, engagement and satisfaction through intentionally providing opportunity for team building, professional development and operational collaboration.

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