Not Your Grandma’s BINGO: Basic Integrated Nursing General Orientation
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Abstract
The onboarding process within our rural community hospital for new nurses and medical professionals was fragmented and lacked organizational continuity. Through review of current evidence based practices, an opportunity was identified to advance the organization's onboarding process for new staff members utilizing techniques and approaches not previously attempted on an organizational scale.

Utilizing inter-professional collaboration between Nursing Clinical Educators, Training Specialists and a regional MAGNET hospital Simulation Specialist, an action plan was developed. The action plan, based on best practice and exemplars, prompted investigation into development and implementation of an official simulation lab for use by all hospital staff members across the professional spectrum. This plan was quickly endorsed by senior leadership. Simultaneously, a program to onboard new nursing staff with various levels of experience was developed—Basic Integrated Nursing General Orientation (BINGO).

The BINGO program’s evaluation data indicated participants’ desire for additional interactivity and simulation that outstripped the capabilities of the current mannequins and analogs. After a thorough review of literature and collection of best evidence based practices, a vendor was contacted that could offer a high fidelity mannequin. An onsite demonstration was conducted and the organization found this to be a highly desirable instruction and learning methodology. Through shared decision making between clinical nursing staff and senior leadership, a plan to obtain a high fidelity mannequin was submitted to Capital Planning Committee. The entire process from identification of the onboarding opportunity to the execution of a simulation lab utilizing a high fidelity mannequin occurred over nine months through this inter-professional collaboration.

Goals
• Increase use of interactive training
• Decrease orientation time for inpatient unit nurses
• Increase inter-professional collaboration
• Consistent training programs with succession planning
• Efficient use of Clinical Educator time
• Decrease class preparation time using a centralized training equipment storage
• Separate classroom space for didactic and debriefing

Empirical Outcomes

Summary of BINGO Goals
• Increase use of interactive training • Decrease orientation time for inpatient unit nurses • Increase inter-professional collaboration • Consistent training programs with succession planning • Efficient use of Clinical Educator time • Decrease class preparation time using a centralized training equipment storage • Separate classroom space for didactic and debriefing

Future State:
• Expansion of the Lab to include a male mannequin with more functionality

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Process/Methods
May 2014 Original State
Each nursing unit working in silo’s and duplicating efforts

Process/Methods cont.
December 11-12, 2014: Sim Lab Open House

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