Gimme Five!
Achieving a World-Class Nursing Culture
during Initial Magnet® Designation

Gimme Three!

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Gimme Five!
Objectives
• Describe 4 essential elements for achieving Magnet® Designation.
• Identify innovative methods to engage direct care nurses.
• Define the concept of Magnet Champions.
• Discuss the association between interventions and outcomes.
Gimme Five!
*This is our story...*

A community hospital...

Committed to those we serve...
With recognition and achievements…

Our Map

Transition of Professional Practice Models, 1999 to 2013
Our Passport
Texas Health Arlington Memorial
Shared Governance Councils

Council Structure

Capturing the Direct Care Voice
Shared Governance Council
A word from our travelers...

• Vicki Caitlin, Chair of Nutrition Services DBC
• Christina Elliott, ICU UBC Chair
• Sherri Roberts, Emergency Services UBC Co-Chair
• Clynecia Fisher, Oncology Service UBC Co-chair

Journey to Nursing Excellence

ICU Unit Based Council
Our Itinerary
Education and Marketing

PPM everywhere...

Education and Marketing
Recognize and Celebrate!

Forever Changed

- The process of linking the PPM to actual nursing interventions changed the fabric of nursing at Texas Health Arlington Memorial.
- This culture change increased engagement and the awareness of the larger picture of excellence.
- Spilled over into our inter-professional relationships.
The Tour Guides...

- Magnet Champions
  - Responsibilities:
    - Monthly meetings
    - PPM design/re-design and implementation
    - Magnet Banner and Newsletters
    - Magnet ROCKS! September 2012
    - Magnet story cards and activities
    - Partnered with UBC chairs
    - Monthly Magnet component education
    - Journey to Nursing Excellence boards

Magnet Banners - Newsletters

Magnet Rocks! – September 2012
Magnet Story Cards

2013 Magnet Story Card Winner

Monthly Component Education

Magnet... Loud and Proud!

Magnet Binders
We Have Arrived!
Magnet Site Visit - July 2014

Magnet Site Visit - July 2014

Magnet Site Visit - July 2014

Multi-Disciplinary Hosts
Human Resources
Plant Operations
Magnet Site Visit - July 2014

Appraiser Tour Guides

Sunny Austin
Linda Vo
Kathy Wilson

Sally Torres
Ashley Zmolik
Kim Neely

THAM Magnet Journey Timeline

Transforming our Culture

- RN Satisfaction
- Certification
- Advancing Education
- Fall Rate Reduction
Landmarks

Five Exemplars our 1st Time Out!

- TL4 – Triad Leadership Model
- EP1 – Professional Practice Model
- EP25 – Meeting diverse patient needs
- SE11EO – Community Outreach
- EP3EO – RN Satisfaction

Exemplar #1 Transformational Leadership

TL4: Describe and demonstrate the process(es) that enable the CNO to influence organization-wide changes.

- THR Triad Leadership Model
  - CEO (Administrative)  CMO (Medical)  CNO (Clinical)
  - Three members removing boundaries of job description.
  - One unit in planning and operations.
  - The executive with best skill set and experience leads the initiative.

Example:
- CNO has organization-wide leadership of Service Excellence which spans all departments.
Exemplar #2 Exemplary Professional Practice

EP1: Describe and demonstrate how nurses develop, apply, evaluate, adapt, and modify Professional Practice Model.

- Magnet Champions as direct care nurses were involved in:
  1. Professional Practice Model (PPM) design.
  2. Educating colleagues.
  3. Transitioning and aligning practice.
  4. Encultivating the PPM to daily practice.
  5. Preparing for the Magnet survey.

Dr. Joanne Duffy’s Quality-Caring Model© selected by THR direct care nurses and Dr. Duffy presented her theory.

Exemplar #3 Exemplary Professional Practice

EP25: Describe and demonstrate how the organization identifies and addresses disparities in the management of the healthcare needs of diverse patient populations. Include the role of the nurse.

- Nurses identified no prenatal care for 45% of patients.
- Lack of prenatal clinics.
- Nurse-run Prenatal Clinic opened April, 2014.
- Target goal of 25 enrolled patients
- By July 2014, over 60 women receiving services.

Exemplar #4 Empirical Outcomes

SE11EO: Describe and demonstrate the result(s) of the affiliations with schools of nursing, consortiums, or community outreach programs described in SE11.

- “Healthy Heroes,” a community outreach program.
- Partnership with local elementary school.
- Focus on healthy lifestyle.
- Five “hero” characters.
- Results: Overweight obese decreased from 24% to 17%.
Exemplar #5 Empirical Outcomes

EP3EO: Describe and demonstrate that nurse satisfaction or engagement data aggregated at the organization or unit level outperform the mean, median or other benchmark statistic of the national database used. Include participation rates, analysis, and evaluation of the data.

• Outperformed the mean benchmark statistic for 5 areas.

Example:

SOUVENIRS
The Things We Learned

Magnet Champions
• Every Unit
• DCN Participation/Empowerment
• Right People (enthusiastic unit leaders)

Souvenirs

Professional Practice Model
• Designed by direct care nurses
• Simple
Souvenirs

Transformational Leaders
Building Trust Across the Continuum

Souvenirs

Teamwork

Gimme Five!

Review the Objectives

- Describe 4 essential elements for achieving Magnet Designation
  - Professional Practice Model
  - Shared Governance
  - Education/Marketing
  - Magnet Champions
- Identify innovative methods to engage direct care nurses.
  - PPM theorist, design and education
  - Magnet Champions partner with UBC leaders
  - Intraprofessional Partnerships
Review the Objectives
• Define the concept of Magnet Champions.
  • Direct care staff
  • Enthusiastic & Engaged
  • Committed to Excellence
  • Promote Nursing
• Discuss the association between interventions and outcomes.
  • Shared Governance Culture => Improved RN Satisfaction
  • Recognition => Increase in professional development
  • Intradisciplinary Shared Governance => Improved patient safety

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Magnet Phone Call – Sept. 2014