Nurses: Leading the Way Forward

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OBJECTIVES

• Discuss the guiding factors that influence the future of nursing.
• Identify specific strategies intended to improve care provided by professional nurses.
• Describe future requirements of nursing to enhance individual health and well being.
• Identify methods for preventing nurse burnout.
The Future of Nursing

The Institute of Medicine’s 2011 report, “The Future of Nursing: Leading Change, Advancing Health”, provides eight recommendations that guide nursing leaders in preparing for the future of health care and nursing practice:

• Remove scope of practice barriers
• Expand opportunities for nurses to lead and diffuse collaborative improvement efforts
• Implement nurse residency programs
THE FUTURE OF NURSING

• Increase baccalaureate degree nurses to 80% by 2020.
• Double the number of nurses with a doctorate degree by 2020
• Ensure nurses engage in lifelong learning
• Enable through preparation the ability of nurses to lead change, advance health
• Build infrastructure for workforce data
Access

Employee Engagement

Performance

Nursing Practice: Best Practices Diffusion

Trust
PRIORITIES FOR IMPROVING CARE/ACCESS

• Full Practice Authority
• Advancing clinical practice - defining Scope of Practice
• Evidence-based practice – research - analytics
• Roles to advance patient care: Clinical Nurse Leader, Intermediate Care Technician, Care Manager
• RN Transition to Practice/Nurse Residency Programs
PRIORITIES FOR IMPROVING CARE

• Nurse leader development
• Nurse staffing and staffing models
• Diffusion of best practices - innovations
• Care in the community and foundational services
• Recruitment and retention of nurses/critical hiring
• Employee engagement
PRIORITIES FOR IMPROVING CARE

• Supply chain management
• Customer service training
• Staff development
• Simulation
• Legislative proposals
• Emergency management
NURSING EXCELLENCE

• Pathway to Excellence
• Magnet Certification
Self-Governance Model
CHANGING POPULATION NEEDS

• Increasing number of enrollees for health care
• Patient population is aging
• Increasing need for long term care services
• Increasing requirements for chronic disease management
• Increasing demands for care management and care coordination
• High suicide rates
If we did all the things we are capable of, we would literally astound ourselves.

—Thomas Edison
FUTURE FORWARD

• Suicide Prevention
• Health and Well-Being – Whole Health
• Access/Care in the Community/Choice
• Care Coordination-Managing Transitions
• Telehealth
• Advancing nursing practice
FUTURE FORWARD

• New models of care
• New nursing roles – RN, LPN 7, NA
• Modern technology
• Enhancing analytics capacity
• Strengthen nursing informatics
• Advance the education of the nursing workforce
• Academic partnerships; Research partnerships
INNOVATION

DISCOVER – DESIGN - DELIVER
Somewhere, something incredible is waiting to be known

-Dr. Carl Sagan
Improving the Veteran Experience

- LOOKING THROUGH THE PATIENT’S LENS
CARING CULTURE

- Enhanced practice with mindful, present, caring nurses
- Healing relationships
- Healing environments
- Relational teaching/learning: providing information to a patient in a way they can understand - coaching
- Healing Modalities: Massage/Therapeutic touch, Expressive movement/Dance, Imagery, Music, Aromatherapy, Relaxation, Humor, Prayer, Meditation, Pet Therapy
Too often we
Underestimate the power of
a touch
a kind word,
a listening ear,
an honest compliment,
or the smallest act of caring,
all of which have the potential
To turn a life around.

-Leo Buscaglia
PREVENTION OF BURNOUT
CREATING JOY IN THE WORKPLACE
REIGNITE PASSION FOR NURSING

• Practice mindfulness and relaxation
• Practice self care
• Teach and promote resiliency
• Build joy into nursing
• Self governance models/committee structure
• Mentorship programs
CREATE ENVIRONMENTS SUPPORTIVE of NURSES

• Empowerment and ownership of practice
• Leaders model excellence
• Health work relationships
• Connectedness in the work environment
• Mutual respect
• Relationship-centered, caring milieu
I think about the many patients and their families that I cared for over the many years, I know most don’t remember now Those special moments shared Sometimes where life and death reside But for each and every individual, I gave - a part of myself, A touch of a hand, a smile, a caring moment, It is those moments that make up the Collection of memories in my mind that reflect my career - as a nurse. This carries me forward Everyday – to press on – to lead strong – to advocate for Nursing – our profession – our passion.
Let us make our future now, and let us make our dreams tomorrow’s reality.

-Malala Yousafzai
References


References


