
SHARED GOVERNANCE FOR NURSING

**A Creative Approach
to Professional Accountability**

**Timothy Porter-O'Grady
Sharon Finnigan**



AN ASPEN PUBLICATION

Shared Governance For Nursing A Creative Approach To Professional Accountability

Karen Hill



Shared Governance For Nursing A Creative Approach To Professional Accountability:

Shared Governance for Nursing Timothy Porter-O'Grady, Sharon Finnigan, 1984 The primary focus of this book is the creation of a work environment that reflects the values and professional practice behaviors articulated by nurses Its practice based text carries the reader through each phase of shared governance from concept to systems integration Special emphasis is given To The logical progression away from the traditional bureaucratic organization to a new structure that supports shared governance Shared Governance John Edmonstone, 2003-03-04 There are three major audiences for this book The first is made is of National Health Service Trust Chief Executives Nurse Directors Medical Directors Human Resource Directors and also leaders of Workforce Development Confederations in England and regional Workforce Development Groups in Scotland The onus is firmly on them in the early years of the 21st century to resource develop and progress the empowerment of front line clinical staff in health care organisations and to enable devolved decision making processes much closer to the patient Shared Governance offers a proven and practical means of making that happen and this book should give them some robust tools to take this forward The second audience are those people within NHS Trusts who are concerned with Clinical Governance on a day to day basis The best guarantee of the quality of health care probably does not lie in a regime of inspections assessments appraisals and reviews although they do have their place but instead with clinical professionals regularly and systematically reviewing their practice and seeking to improve it Shared Governance provides a pragmatic framework within which that process can take place and a means of actively involving the big battalions of clinical staff The third and final audience are the Shared Governance Co ordinators and the Chairs Deputy Chairs and Secretaries of Shared Governance councils They are the poor bloody infantry of Shared Governance and the difference between its success or failure For them this publication is intended to be a helpful compendium or source book from which they can draw and adapt material to suit their own local circumstances in as flexible a manner as possible *Nursing Management in the New Paradigm* Catherine E. Loveridge, Susan H. Cummings, 1996 This textbook intended for upper level undergraduate and graduate students in nursing administration addresses the changing role of professional nurses in the delivery of health services in the United States The student will be able to examine current health care systems and prepare for changes under health care reform Each chapter includes theoretical principles research findings to support practice practical implementation strategies and examples and idea generating study questions *Magnet Environments: Supporting the Retention and Satisfaction of Nurses, An Issue of Nursing Clinics* Karen Hill, 2011-03-28 This issue of Nursing Clinics of North America will focus on Magnet Hospitals Article topics will include nursing workforce data on magnet versus non magnet hospitals magnet culture and satisfaction best practices in ensuring engagement among nurses nursing retention partnerships between academics and practice and nursing retention strategies **Peer Review in Nursing** Barbara Haag-Heitman, Vicki George, 2010-10-25 Peer Review in Nursing Principles for a Successful Practice is the first nursing

publication that approaches the definition and implementation strategies for peer review within an organizational setting Using a professional model with shared governance as a framework the authors discuss the difference between manager initiated staff performance evaluation of the past and the true peer review aspects of professional practice for the future This text follows in line with the Magnet program requirement that nurses at all levels use self appraisal performance review and peer review including annual goal settings for the assurance of competence and professional development page 30 of the 2008 Magnet manual This unique text teaches nurses the skills they need to demonstrate organizational processes structures and outcomes that help insure accountability competence and autonomy **Margin over Mission** James Kelly, 2025-03-18

An ICU nurse reveals how private equity ownership leads to preventable deaths and negligence in hospitals In a country where health care is increasingly driven by profit *Margin over Mission* exposes the dire consequences of corporate ownership in hospitals James Kelly an ICU nurse with over two decades of experience narrates a gripping account of his final year at Lovelace Women's Hospital in Albuquerque New Mexico a year marred by preventable deaths administrative changes and the heartbreaking loss of a once mission driven institution to the clutches of Wall Street Kelly's poignant narrative takes readers on an emotional journey through the corridors of a hospital that once stood for community and care but became overshadowed by the relentless pursuit of profit Through detailed anecdotes and critical analysis Kelly reveals the stark reality of a health care system compromised by private equity where decisions prioritize profit margins over the mission of saving lives Kelly's unique perspective as an ICU nurse provides an insider's look into how private equity is wreaking havoc in hospitals around the country His story is also a powerful tribute to the countless health care workers who struggle to maintain their integrity and compassion in an increasingly inhumane system that prioritizes money over people

Evidence-Based Practice Improvement Rona Levin, Bonnie Lauder, 2024-02-27 Describes a superior model to guide empirical practice improvement projects This unique text provides the academic and clinical healthcare communities with a tested practical and successful model EBPI to steer evidence based practice improvement projects The model tested in multiple clinical settings is distinguished from similar prototypes by its integration of the best EBP and quality performance improvement principles QI resulting in a highly practical and comprehensible model for guiding students and clinicians work to improve quality outcomes in healthcare The book emphasizes the need for collaboration among all stakeholders particularly those in different disciplines with different perspectives to provide greater clarity and enhance improvement work in a clinical agency It features a blueprint for guiding healthcare improvements based on evidence that incorporates potential changes of direction midstream The book also introduces tools for the evaluation of organizational commitment stakeholder choice and sustainability of improvement projects Section One of the text focuses on the background and development of the original EBPI model followed by in Section Two an elaboration of the components of the new enhanced model EBPI Chapter authors in Section Three describe how they used the components of the EBPI model discussing lessons

learned from its use This section connecting the theoretical basis for this work with real world applications includes a template that readers can use to facilitate their own projects The final section investigates future approaches to improvement work Comprehensive appendices provide useful tools for students and clinicians to use in developing implementing and evaluating any EBPI projects Key Features Describes a practical and successful model incorporating the best of EBP and QI approaches EPBI for improving quality outcomes in healthcare Incorporates a strong focus on how to determine and engage project stakeholders and provides tools for effective decision making Delineates specific methods to develop protocols for a small test of change prior to larger pilot studies Delivers approaches strategies for monitoring and evaluating sustainability Discusses how to assess organizational commitment and conduct stakeholder analyses Creates examples that use each component of EBPI as a template for readers Emphasizes the how to of implementation more than other competitive models

Clinical Practice Development Using Novice to Expert Theory Barbara Haag-Heitman,1999 This is the first book on novice to expert theory that is a guide to implementation St Luke s Medical Center one of the first institutions in the country to successfully implement Novice to Expert shows how they did it This book can be used as a practical guide by any patient care executive interested in finding out more about novice to expert This book explains the theoretical components of novice to expert how to design and apply a model how to implement that model and what problems and results to expect

Professional Governance for Nursing: The Framework for Accountability, Engagement, and Excellence Rachel E. Start,Beverly J. Hancock,Tim Porter-O'Grady,2024-02-02 Nurses are professionally accountable to improve the health of patients and populations alike Sustaining behavioral change is impossible unless structural change enables it A common professional framework is needed in all practice settings to formalize the voice of nurse s ownership and accountability for practice decision making related to clinical problems and solutions forming practice policy and pursuing solutions affecting health outcomes and advancing the quality of healthcare Published in partnership with AONL Professional Governance for Nursing The Framework for Accountability Engagement and Excellence expertly covers concepts roles application and demonstration of professional governance that facilitates the nurse s role in advancing the impact and value of nursing care across all health settings This nursing book informs and deepens understanding of the centrality of nursing professional governance in addressing contemporary issues affecting nursing practice

Leadership and the Culture of Trust Gilbert W. Fairholm,1994-06-22 Leadership is not something one does alone It is an expression of collective community action unified action of leaders and followers who trust enough to jointly achieve mutual goals The task of creating a culture conducive to interactive trust is perhaps the preeminent leadership task This practical guide identifies the key elements leaders need to manipulate to create such a trust culture in any work environment By learning to shape culture to meet changing needs by learning to be continually responsive to the organization s vision as well as to the needs of a changing follower core the leader can create the situation necessary for any successful organization one where followers can trust

others and feel free to work together to gain mutually desired goals

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