
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

Gilbert W. Fairholm



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 **Margin Over Mission** James Kelly, 2025-03-18 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

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

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 *Advanced Practice in Critical Care* Sarah
McGloin, Anne McLeod, 2010-02-09 *Advanced Practice in Critical Care* provides experienced critical care nurses with a clear
and distinct evidence base for contemporary critical care practice Central to the book is the application of research and
evidence to practice and therefore case studies and key critical care clinical situations are used throughout to guide the
reader through the patient care trajectory Each chapter introduces an initial patient scenario and as the chapter progresses
the patient scenario develops with the theoretical perspectives and application In this way it is evident how multi organ
dysfunction develops impacting upon and influencing other body systems demonstrating the multi organ impact that is often
experienced by the critically ill patient In this way consequences of critical illness such as acute renal failure haemostatic
failure and liver dysfunction are explored Throughout the text key research findings and critical care treatment strategies are
referred to applied and evaluated in the context of the given patient case study Advanced assessment techniques are explained
and the underlying pathophysiology is discussed in depth *Advanced Practice in Critical Care* is an essential resource for
experienced practitioners within critical care whom primarily care for patients requiring high dependency or intensive care

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

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

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 *Caring and Community* Jane S. Norbeck, Charlene Connolly, JoEllen Koerner, 2023-07-03 Although service learning and nursing would seem an obvious combination nursing as a profession within academic research and health care organizations has only recently begun to embrace the true spirit of the practice The chapters in this book fourth in the Service Learning in the Disciplines Series are rich with information both theoretical and experiential that describes ways in which nursing has begun to incorporate service learning as a methodology into many diverse settings and with communities of interest *Current Catalog* National Library of Medicine (U.S.), *Fast Facts for Making the Most of Your Career in Nursing* Rhoda Redulla, 2020-06-17 Note to Readers Publisher does not guarantee quality or access to any included digital components if book is purchased through a third party seller Optimize your career potential and inspire your career narrative This how to resource is brimming with practical strategies and guidance to help nurses advance in all stages of their professional journey Written for professionals at all levels of education and experience this book features a wide range of Success Stories from nurses who have experienced the challenges of role development firsthand This book will be helpful to healthcare organizations in pursuing the American Nurses Credentialing Center ANCC Magnet Recognition Program and Pathway to Excellence It will provide insight on how healthcare organizations can best support nurses in developing professionally This Fast Facts book addresses the importance of the Quadruple Aim throughout health care and its effects on individual nurses It provides specific advice on confidently navigating opportunities and obstacles through networking research scholarly presentation and certification Special topics include self care nursing as a second career and the transition of nurse immigrants into a career in the US Key Features Offers helpful advice to nurses who are stuck in their professional nursing journey Candid and moving examples from knowledgeable diverse nurses Addresses the importance of working in Magnet Recognition and Pathway to Excellence Programs Explains how to develop networks competencies and interpersonal skills National Library of Medicine Current Catalog National Library of Medicine (U.S.), 1985 **Real Leadership** Gilbert W. Fairholm, 2011-01-04 This text explains why values based spiritual leadership that coalesces employees into a harmonious group is the only way to successfully manage increasingly diverse workers in the 21st century A person s values are the most powerful factor defining his or her actions everyone has a value system or a spiritual component that triggers their behavior Our personal values are a more powerful force upon individual action than corporate policy procedures tradition or peer pressure Since the work environment is where the typical worker will spend the most time more than at home with family with friends or at church it

is reasonable that workers will have spiritual demands as well as economic needs from their work lives Unfortunately this is a task managers are not prepared to meet Real Leadership How Spiritual Values Give Leadership Meaning argues that values based i e spiritual leadership is the only way to do leadership in today s globalized multi differentiated world The author traces the development of real leadership through five generations of theory then builds a strong case for the values leadership strategy because of its ability to unify workers and because it allows them to find personal meaning in the workplace task at hand *Nursing Administration Handbook* Howard S. Rowland, Beatrice L. Rowland, 1997 With the recent new and radical developments in the health care field that have been introduced at a breathless pace nurse administrators must work to stay informed of the developments that affect their nursing departments both directly and indirectly The *Nursing Administration Handbook* has a long track record both as a textbook and as a hands on tool for nurse executives seeking insight and step by step guidance in all aspects of administration The fourth edition of this text surveys the entire field of nursing administration and incorporates the most significant new developments and current practices *Guide to Nursing Management* Ann Marriner-Tomey, 1988 *Creative Nursing Administration* Timothy Porter-O'Grady, 1986 This landmark reference goes straight To The crucial management issues facing nursing leaders today and provides the insight skills and resources needed to work with nursing staff effectively With keen insight into both the human and business sides of nursing management Porter O Grady presents no nonsense advice on how to initiate new participative management practices that get positive results Page after page of practical commentary and helpful charts show how to train nurses to become more involved in decision making and to work as a team **Nursing Delegation and Management of Patient Care - E-Book** Kathleen Motacki, Kathleen Burke, 2016-03-25 With a strong focus on the key areas included on the NCLEX RN Exam s management of care section *Nursing Delegation and Management of Patient Care* 2nd Edition prepares you to successfully prioritize assign and delegate nursing care to other members of the health care team It provides the latest information on the roles and responsibilities of the staff nurse related to the management of patient care the core competencies required of the nurse caring for patients as well as a wide range of leadership and management concepts nurses need to confidently manage patients within a hospital unit This new edition is organized according to the new 2014 Magnet Standards of Practice to help you learn the skills and competencies magnet status hospitals require when hiring nurses Learning objectives key terms critical thinking case scenarios and application exercises in each chapter provide you with plenty of opportunities for review A trusted author team with years of teaching experience in nursing leadership and management introduce current content related to the management of patient care in today s health care setting NEW A new table of contents reorganized according to the 2014 Magnet Standards NEW Addresses the competencies of the nurse s role with respect to the 2014 Magnet Standards Coverage includes the latest information on the roles and responsibilities of the manager of patient care position core competencies required of nurses caring for patients and a wide range of management concepts new nurses need to

know before entering practice Emphasis on the NCLEX Exam management of care areas that you will be tested on such as prioritization delegation and assignment Clinical Corner and Evidence Based Practice boxes within most chapters include real world tips and advice on patient and client management plus the latest research on practices relevant to chapter topics NEW End of chapter and Evolve NCLEX questions include analysis and application level questions NEW The latest RN design gives this edition a fresh new feel that is easier to follow

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