SHAWNITA MILLER
Unit 1: Nursing Management
Z-Chapter 10 & 11
ONLINE CONTENT (1.5 H)

Unit Objectives:
- Identify characteristics of today's workforce. (1,2,3,6,7)*
- Apply problem-solving strategies to clinical management situations. (1,2,6)*
- Analyze effective communication as it relates to patient safety. (1,2,5,6)*

*Course objectives

Read Chapter 10 in your textbook and place your answers to the questions below in the Z-Chapter 10 & 11 dropbox by 0800 on 1/10/2024.

1. **What generations currently exist in the workforce? Briefly describe each generation.**
   Generations currently in the workforce are Baby boomer which makes up 27% of the workforce. Generation X and the millennial which makes up 35% and 37% of the work force. Both generations like their independence. Generation Z has the fewest individuals. This Generation likes technology.

2. **Compare and contrast the different characteristics of the various generations.**
   The silent generation is retired from practicing nursing. These nurses place high value on loyalty, teamwork, and respect for authority. Baby Boomers are focused on building up careers and invested in organizational loyalty. Generation X nurses value their free time they are motivated by work that agrees with their values and demands. Generation Y is the largest group it has a formidable impact on the employment market. Generation Z nurses have never lived without internet.

3. **What management strategies can be utilized to help manage these generations?**
   The Gen Y the management strategy would be to treat them as colleagues putting them in roles that push their limits. Learn their language, tell them the truth, and look for rewarding opportunities Gen Z staff can show new ways to accomplish work for the older generations. Look at where they are going with information, make your message relevant.

4. **Which generation do you belong with? How do your values regarding work and your personal characteristics fit that generation?**
   I belong with the Generation Y. But I feel as if I Belong with the Gen X because I value my free time, flexible scheduling, and benefits.

5. **Post a meme that you feel best describes your generation.**

When you have the Attending, consultant, lab, xray and family calling at the same time

Read Chapter 11 in your textbook and review the TeamSTEPPS® 3.0 Pocket Guide. Place your answers to the questions below in the Z-Chapter 10 & 11 dropbox by 0800 on 1/10/2024.

1. **What is TeamSTEPPS?**
   TeamSTEPPS is Team Strategies and Tools to Enhance Performance and Patient Saftey. It is a set of teamwork tools aimed at optimizing patient outcomes, improve the quality, safety, and the efficiency of healthcare.

2. **What are the key skills of TeamSTEPPS? Briefly explain each.**

   Communication- A verbal and nonverbal that can be clearly and accurately exchanged among team members.

   Team Leadership- ensuring that team actions are understood, changes in information are shared, and team members have the necessary resources.

   Situation Monitoring-to gain information or understanding, or to maintain awareness to support team functioning.

   Mutual Support- support team members' needs through accurate knowledge about their workload.

3. **What are the responsibilities of an effective team leader?**
   The responsibilities are to organize the team, identify and articulate clear goals
   Assign tasks and responsibilities, monitor, and modify the plan of care. Verify that the task is being performed to the standards of practice. Evaluate the performance of the task. Delegation, motivate team members, resolve conflict, and goal setting. The team leader should be able to ensure smooth team operations and effective collaboration.

In order to receive full credit (1.5 H class time) for this assignment, it must be completed in its entirety by the due date/time assigned. Any assignments not completed in its entirety by the due date and time will result in missed class time and must be completed by the end of the semester to pass the course.