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.
   Some generations that currently exist in the workforce is the silent/veteran generation which is the oldest generation of nurses and the ones who are retired from nursing. This generation they are born between 1928 and 1945. Another generation is the baby boomers and they are now retired or are retired from nursing. The baby boomers were born between 1946 and 1964. Another generation is the generation X the were born between 1965 and 1980. Generation Y is also known as Millennials born between 1981 and 1996 and this is one of the largest generations. The last generation is Generation Z or Generation now born between 1197 and 2012. Generation Alpha born after 2010 to 20204.

2. Compare and contrast the different characteristics of the various generations.
   The silent/veteran generation place high values on loyalty, discipline, teamwork, and respect for authority. The baby boomers were the largest group pf nurses working and filled the majority of the nursing positions. The value what others think and its important for them to have their achievements recognized. Generation X have little loyalty to leaders and insinuations. This generation tends to change their jobs frequently. Generations Y believes education is key to successes and also tend to change their jobs frequently. The last generation, generation now have never lived without the internet. The generation Alpha is very comfortable with the internet and understand how to work it at a very young age.

3. What management strategies can be utilized to help manage these generations?
   The silent/Veteran generation are accustomed to the autocratic style of leaders and managers. Babby boomers remain products of the hierarchical theory of leadership and management but are starting to ask for some elements of the behavioral theory. Generation X work under motivational leadership with a democratic manager. Generation Y we should focus understanding their capabilities and putting them in roles that push their limits. Generation Z/ Now to help manage this generation will need to do what can be done to equalize the perception of leaders and the followers. The last generation, generation alpha relies on social media and doesn't understand what it's like to live without it.

4. Which generation do you belong with? How do your values regarding work and your personal characteristics fit that generation?
I belong in the Gen Z. I hate the internet and social medica an di hate how my generation relies so much on it. I agree that social media is changing the way people communicate. I usually only communicate with my friends through snapchat. I do think that my generation can help in some aspects on making things better and finding a new and better way to change the work of things. I look up to the older generations and how they do their practice as well.

5. Post a meme that you feel best describes your generation.
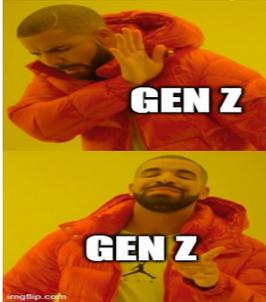
Read Chapter 11 in your textbook and review the TeamSTEPPS® 3.0 Pocket Guide. Place your answers to the questions below in the Z-Chapter 10 & 11 dropbox by 0800 on 1/10/2024.

1. What is TeamSTEPPS?
TeamSTEPPS is an evidence based framework that helps optimize team performance across the healthcare system. It uses communication, leadership, situation monitoring, and mutual support.

2. What are the key skills of TeamSTEPPS? Briefly explain each.
Communication – is a verbale and nonverbal process in which information can be clearly and accurately exchanged among the team members.
Team leadership – is the ability to lead teams and maximize effectiveness of each of the team members by making sure that each team member is understood, changes in information is shared, and that they have the resources that are needed.
Situation monitoring – scanning and situational elements to gain information or understand and maintain awareness to support team functioning.
Mutual support – ability to support team members and needs through accurate knowledge about their responsibilities.

3. What are the responsibilities of an effective team leader?
Some responsibilities of an effective team leader would be to organize the team, identify clear goals, assigns task and responsibilities, communicate changes, provide formative feedback and critique when needed, encourage team members to assist one another, safe learning environment, keeping conflict healthy, and model effective teamwork.

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.