

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

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.
 - The silent/veteran generation – The oldest and retired generation of nursing that relied on tried-and-true tested ways of doing things.
 - The baby boomers – currently retiring or already retired generation, was previously the largest group of nurses, and filled the majority of nursing management positions.
 - Generation X – energetic and innovative hard workers. They will stay in a position that works for them.
 - Generation Y – The current largest group of nurses, more advanced using technology and a very diverse group.
 - Generation Z/now – The youngest generation of nurses, never lived without technology, the way this generation gets information makes older generations outdated.

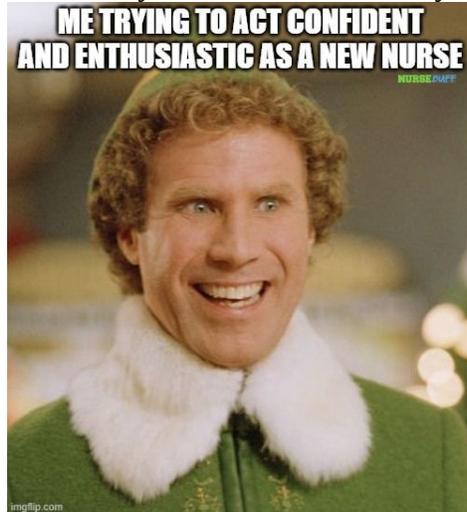
2. Compare and contrast the different characteristics of the various generations.
 - The silent/veteran generation – had to perform nursing interventions based on trials and proven helpful methods. The view the need for authority very important.
 - The baby boomers – Have had to welcome technology into the workplace and may find this difficult. Believe that authority and hierarchy is important and have been challenged by younger nurses.
 - Generation X – have little loyalty or confidence in leaders or institutions. Technology has shaped their learning style and want their questions answered immediately.
 - Generation Y – Introduced to technology very early, believes education is the key to success. Tend to change jobs frequently if they are not able to climb in the corporate ladder.
 - Generation Z/now – have never lived without the internet, have never known a world without immediacy. Can show a new way to accomplish work and perceive themselves as leaders rather than followers.

3. What management strategies can be utilized to help manage these generations?
 - The older generations are necessary in the workplace to teach and guide the new nurses. For Generations X, Y, and Z it is important that they are managed in the best way due to their great differences. It is important to let them know that what they do matters, always tell them the truth, explain to them why you are asking them to do a task, make the workplace fun, and model good behavior. Specifically for generation Z it is important to look at where they are getting their information from and to make sure they know your message is relevant.

4. Which generation do you belong with? How do your values regarding work and your personal characteristics fit that generation?

I belong to Generation Z which is the youngest generation of nursing. My personal characteristics that fit within this category are that I know technology very well. This means that nursing studies and guidance can be found with the click of a button. I wish to work with the older generations and have guidance through them but I also expect the respect from them to teach me in a proper manner.

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 evidenced based framework to optimize team performance across the healthcare delivery system.
2. What are the key skills of TeamSTEPPS? Briefly explain each.
Communication – Information exchanged between team members in a clear and accurate, verbal or nonverbal process.
Team Leadership – Leading teams in a way to improve the effectiveness of team members by making sure their actions, changes in information, and proper resources are understood.
Situation Monitoring – Gaining information, understanding, and maintaining awareness by actively scanning and assessing the situation.
Mutual Support – Supporting team members needs using accurate knowledge relating to their responsibilities.
3. What are the responsibilities of an effective team leader?

Organization, identifying clear goals, assigning tasks, monitoring the plan and making changes and communicating the changes as necessary, reviewing the team's performance, managing resources, aide in information sharing, encouraging members to help each other, create a learning and psychologically safe environment, keep conflict healthy, reinforcing a patient centered team, and modeling effective teamwork.