

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.
The generations that currently exist in the workforce are gen X, gen Y, and gen Z. The silent or veteran generation would be 79-96 years of age. Baby boomers are born 1946-1964, 78 – 60 yrs. Some baby boomers may still be in the work force if they haven't retired yet. Gen X are 59 – 44 years of age, born between 1965 – 1980. Gen Y are 43 – 28 years old, born between 1981 and 1996. Lastly gen Z or generation now born between 1997 and 2012, are between 27 and 12 years of age.
2. Compare and contrast the different characteristics of the various generations.
Silent / veteran generation is retired from nursing but was known to use tried and true methods due to the earliest experiences of nursing. Nurses worked and leadership are used to the autocratic leadership style. Baby boomers are also retired once the largest group of working nurses with strong idealism beliefs. They also have a strong sense of career and organizational dues. Generation X are known as hard workers just like the boomers except they don't trust in their leadership or institutions. After being abandoned by corporations and losing retirement benefits in the 1990's they believe they are expendable. This generation will stick with a job until it no longer benefits them. They have a demand for knowledge due to their work with technology. Lastly gen x nurses enjoy free time, flexible schedules, and benefits. They want managers who are democratic and leaders who are motivational. Gen y is the largest group of them all. This group has the greatest impact on management styles. Managers will realize that this will be the greatest workforce if they put them to the task. Jobs transfer quickly within this generation because they seek growth. There always has to be opportunity for growth within an organization or they will move on. Gen Z has grown up with technology in their hands. Its said that gen z will make the ways of leadership and management non existent.
3. What management strategies can be utilized to help manage these generations?
Management will have to learn to compromise with each generation in order to retain them and meet their needs. Jobs will have to be fluent with tasks and chances to move up within their workplaces. All will have to adapt to the vastly changing technology.

4. Which generation do you belong with? How do your values regarding work and your personal characteristics fit that generation?
I belong to gen y. I don't think that I fit the characteristics of this group. I don't change jobs frequently just to climb the corporate ladder. I do not seek a position of management or leadership, but I do also like to make my own path while following the rules.
5. Post a meme that you feel best describes your generation.



Our generation

Will be the weirdest grandparents

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?
Team strategies and tools to enhance performance and patient safety. It is an evidence-based template that optimizes performance in healthcare.

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

The key skills are communication, team leadership, situation monitoring, and mutual support. Communication involves verbal and nonverbal exchange of information among members of the team. Team leadership is the leader's ability to improve effectiveness of the team by making sure jobs are known, changes in anything are shared, and all necessary resources are made available.

3. What are the responsibilities of an effective team leader?

An effective team leader should be able to organize a team. Set clear goals for the team along with assigning tasks and responsibilities. Leaders should be able to modify plans and communicate changes when needed. Effectively review their team's performance by providing feedback and critiques when needed. Management of resources. Plan the sharing of information. Encourage team members to help one another when needed. Give team members a safe environment to learn and think freely. Conflict should be kept healthy by using tools such as DESC. Keep the team focused on patient-centered care. A leader should model proper team work.

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.