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.

- Silent Generation or Veteran generation (1928-1945)- oldest generation retired nurses
- Baby Boomers(1946-1964)- retiring or retired from practice were the largest group of nurses working and filling most nursing management positions.
- Generation X(1965-1980)- like their independence and direct communication with leaders.
- Millennials (1981-1996)- like Gen X like their independence and direct communication with leaders.
- Gen Z (1997-2012)- fewest people practicing in nursing. But many as aides or techs, enjoy technology and best communicate via email and text messages.

2. Compare and contrast the different characteristics of the various generations.

- Silent Generations- rely on tried, true, tested ways of doing things. Experienced economic hardship and living through the great depression. High value on loyalty, discipline, teamwork, and respect.
- Baby Boomers- multitude of family responsibilities spanning three generations. Very ambitious, working long hours, strong sense of idealism (home and work). Important that their achievements are recognized.
- Gen X- energetic and innovative, hard-working but have little loyalty to or confidence in their leaders and institutions. They change jobs frequently. Value their free time and enjoy having flexible scheduling and benefits.
- Millennials- Education is the key to success, big on diversity, good with technology, social responsibility, optimistic and interactive, can multitask, and are creative. Not team players, change jobs to seek growth and expansion.
- Gen Z- big on social media, never lived without the internet and other forms of rapid communication.
- Gen alpha- grown up with technology, comfortable speaking to voice assistants, using smartphones and tablets, and virtual schooling. Children of millennials. Will be the most educated generation in history, need personalized learning, will probably work for companies that align with their principles and embrace diverse work environments.

3. What management strategies can be utilized to help manage these generations?
- Silent generation- functioned well under autocratic styles of leadership
- Boomers- also function well under autocratic leadership
- Gen X- motivational leadership with a democratic manager
- Millennials- generally do not seek a hierarchy of health care leadership. Will develop own leadership positions. Function in the role of follower are still being determined
- Gen Z- Transformational leadership, leaders not followers, management will need to what can be done to equalize the perception of leaders and followers

4. Which generation do you belong with? How do your values regarding work and your personal characteristics fit that generation?
- I am part of the Millennials born in 1995. I value diversity, I also believe education plays a role in success but isn't the only way to be successful. I can agree that I value my independence and uniqueness, but don't think of myself as being creative. I like to think of myself as a team player which is different from what the book says. I enjoy being pushed to my limits to help me recognize my potential as well as seeking opportunities to help me grow and evolve.

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

Sarah J. Jackson
@sjjphd

One of my students really wrote a sentence that begins, "In the late 1900s." I had to re-read it three times to realize what the heck was going on. My feelings are hurt.

16:40 · 14/05/2020 · Twitter for iPhone

Read Chapter 11 in your textbook and review the T eamSTEPPS® 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?
- An evidence-based framework to optimize team performance across the healthcare delivery system, providing higher quality safer care. Resulting in effective teams optimizing the use of information, people, and resources to achieve the best patient

outcomes. Aides to increase team awareness, clarify roles and responsibilities Help with resolving conflict, and eliminate barriers to quality and safety.

2. What are the key skills of TeamSTEPPS? Briefly explain each.
- Communication: how information is exchanged between members of a team
- Team Leadership: Being able to lead effectively being someone who people can rely on
- Situation Monitoring: Ability to assess situations, gain information and understanding to support team functioning
- Mutual respect: supporting team members and treating everyone fairly

3. What are the responsibilities of an effective team leader?
- Organize a team
- Identify goals
- Assign tasks and responsibilities
- Communicate changes
- Review team performance
- Facilitate information sharing
- Encourage team member assistance for one another
- Foster a safe learning environment
- Healthy conflict
- 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.