

N443 Leadership and Management

Clinical Work – (Week 3) March 24, 25, and 26

7.5 total hours

- Older Adult Patients
- What is the primary age group served?

Older adults >65

- What are the most common diseases and health care needs of the patients served?

CHF, COPD, HTN. They need cardiac and respiratory assessments and medications.

- What are the unique care requirements of the population?

These patients often have assistive devices that they use to get around at home. They need assistance with ADL and they need assistance taking medications. They need to be assessed for fall and skin risks. They need to have on SCDs or be on blood thinners. They often need help at home and home health nurses are usually on board with their care.

- What are the service requirements?

Respiratory therapy, Physical and occupational therapy, home health, speech therapy

- What are the functional abilities?

These patients often need a lot of help in performing tasks. They will often have assistive devices such as walkers or canes to help them mobilize and perform everyday tasks.

- What is the acuity level or level of care?

Every patient is different but some will require full care. This includes feeding, bathing, etc. Some are able to perform all tasks on their own and will not be as high of an acuity level. It will also vary depending on what the patient is receiving in the hospital, such as blood products or fluids.

- What are the psychosocial needs?

These patients often want to visit with others and socialize while they are in the hospital. This may be their only time to socialize if they live alone or if they do not have any family.

- What are the discharge planning needs?

They sometimes need to be followed up with home health or they may need to be placed in an assistive living or nursing home. They may need outpatient rehab, such as cardiac rehab or physical therapy.

- What are the cultural and spiritual needs?

Often, these patients are religious and want to attend Church. They may need alternative methods to a service, such as online or on TV.

- Oncology patients
- What is the primary age group served?

Older adults >65, but could be any age

- What are the most common diseases and health care needs of the patients served?

Cancer, neutropenia, and other comorbidities of treatment, such as fatigue, mouth sores, hair loss, etc.

- What are the unique care requirements of the population?

These patients will be receiving chemotherapy or radiation therapy. They will often have lost their hair or other aspects of normalcy, requiring nurses caring for these patients to empathize and help these patients get through difficult times.

- What are the service requirements?

Outpatient treatment involving chemo or radiation, possible surgery

- What are the functional abilities?

It will differ from patient to patient, but they may be too weak or fatigued to perform basic care for themselves.

- What is the acuity level or level of care?

Every patient is different but some will require full care. This includes feeding, bathing, etc. Patients in the early stages of cancer will differ from patients in the later stages. They may potentially be on hospice or palliative care.

- What are the psychosocial needs?

These patients do not know how the cancer will affect them completely or how long they have to live. This may be a time for them to find God or rely on social support from others to get them through this hard time.

- What are the discharge planning needs?

They may need home health, Hospice or palliative care. They may need a surgery scheduled or need outpatient therapy scheduled. They may also need referred to another physician or even transferred to another facility.

- What are the cultural and spiritual needs?

Often, these patients will want to find their spiritual side if they have moved away from it. They may also want nothing to do with anything spiritual, as some think God has betrayed them during this time.

Professional Nursing Organizations

I would like to join the American Nurses Association upon obtaining my RN license. Organizations such as ANA help nurses to network and stay up to date on the latest evidence based research being used in the field. They hold several conferences that can be attended throughout the year, including leadership conferences. They encourage nurses to continue their education and assume roles in leadership and development while they are members of the ANA.

Another professional nursing organization that I would like to join is the Illinois Nurses Association. This organization would allow for me to stay up to date on the latest nursing laws and regulations in Illinois. It would also allow me to network across Illinois with other registered nurses. They also hold several conferences throughout the year and allow nurses the opportunity to grow and obtain leadership roles within the state of Illinois.

Facilitating Staff Development 2017 - Sigma Theta Tau Modules 2017 - Study Materials - My ATI - Google Chrome

student.atitesting.com/Tutorial



MENU

- Explore - Coach Guidelines
- Knowledge Check
- Mentors
- Explore - Mentor: Fostering ...
- Explore - Qualities of a Mentor
- Explore - Benefits of Mentori...
- Explore - Benefits of Mentori...
- Explore - Benefits of Mentori...
- Explore - Qualities of a Mentor
- Ask the Expert
- Knowledge Check
- Conclusion**

Facilitating Staff Development

RESOURCES

DISCOVER *lesson six*

Conclusion

While many organizations have nursing education and/or human resources departments available to assist with programming, it is the responsibility of the department manager to actively participate in the assessment, planning, implementation, and evaluation of the services provided in meeting the developmental needs of the staff. An emphasis on professional development builds staff expertise, facilitates quality patient care, and fosters staff satisfaction and retention.

As a manager, developing staff will be one of the most challenging yet rewarding aspects of your job. When we appreciate the value that each employee contributes to the organization, the resources earmarked for staff education and professional development are transformed from expenditure to investment in human capital.

As leaders, it is important to help make the case for advancing the expertise and engagement of staff by framing the potential impact to the organization in terms of employee retention and positive patient outcomes. Health care is in a state of transformation and nurses are in a key position to provide visionary leadership! In order to fulfill this destiny, nurses must be as prepared as possible for the future. It is critical that nurse leaders work to create the most skilled and engaged work force possible, for our organizations and for those whom we serve.

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