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Essay 2

Lakeview College of Nursing

Nursing 405

48/50

Great improvement ~ professionally written. Good application of content. You did a nice job connecting to scenario.

Well done!!

Also... excellent use and appropriate application of >1 references.

Ineffective communication has been identified as a contributing factor to patient complications, medication errors, higher readmission rates, and higher morbidity and mortality rates. The rapidity and the volume of changes affecting the healthcare environment dictate that healthcare professionals must embrace the future advances, even if change is unwanted. Developing and implementing a standardized communication tool may assist in improving patient and employee experiences within the organization. Initiating change requires cooperation among multiple agencies within a health continuum.

When establishing a project plan involving various groups, a nurse leader must realize that everyone involved is instrumental in being proactive and developing strategies. The operational definition of proactive is simply "aggressive planning"; this provides direction for ones efforts and how others will react toward you (Yoder-Wise, 2011). When planning, according to Yoder-Wise, utilizing a series of steps is beneficial. First, a nurse leader must assess for organizations strengths, weaknesses, opportunities, threats, and potential for dealing with change. The second step requires developing various strategies to further organize and conceptualize available opportunities. Leaders must then select the best strategic option that balances the organization's potential with the challenges of changing conditions. While taking into account the values of the organization's management and its social responsibilities, a strategy should be finalized and executed. Finally, an evaluation of the strategy must be completed.

To effectively improve patient care, organizations must have clear, effective communication within the organization as well as among other organizations. Communication in the work environment is important for positive working conditions, which impacts nurse retention rates, and critical for the reductions of medical errors (AACN, 2005). The only task

human beings perform more often than communicate is breathing. Communication is the most important component of daily activities; it is essential to clinical practice, to building great teams, and becoming great leaders (Yoder-Wise, 2011). Developing and implementing a standardized tool would improve communication between agencies as the information that is expected from each agency can be planned for and expected; if any information is missing, specific follow up for retrieval may be completed.

A little more tie in to scenario, but good

Project development leaders must be able to recognize agency members who will provide assistance as well as those who will hinder progress. A group of people does not constitute a team. A team is a group of people with a high degree of interdependence geared toward the achievement of a goal or a task (Davis, 2002). When selecting a team, recognizing strengths of individual members and acquiring seasoned persons from multiple disciplines is important. Someone who has been associated with and an active member of an organization for an extended period of time will ensure that knowledge of the existing communication system exists. Yoder-Wise describes people you choose for the project as "followers". Followers are active, involved participants committed to an agreed-upon agenda. They are loyal and supportive to the individual who is setting the pace and the agenda (Yoder-Wise, 2011). The followers will be essential for instilling the communication tool in the organization.

Good general considerations for member selection than what?

Who? why?

(-1)

→ Quality nurse? IT? Grant Writer? Finance? Case Mgr.? ER? Registration? MD?

When multiple agencies are involved in project development nursing leaders will have to be involved with staff represented by a union. To prohibit any delays nurse leaders must be educated about collective bargaining. Collective bargaining is the performance of the mutual obligation of the employer and representative of the employees to meet at reasonable times and confer in good faith terms and condition of employment. The purpose of collective bargaining or unionization by nurses is to secure a reasonable and satisfactory condition of employment,

Good!

including the right to participate in decisions. The participation of followers, including the union representative, is imperative for approval and initiation of a standardized communication tool.

As part of project it is imperative that a leader have an implementation strategy. The innovation-decision process describes the choice of an individual, over time, to accept or reject a new idea for use in practice. In the process and individuals decision-making actions pass through five sequential stages. The decision to not accept the new idea may occur however the change agent can facilitate movement by other through these stages by encouraging the use of the idea and providing information about its benefits and disadvantages. It is imperative as a leader that your staff believes in you and your agenda to accomplish your goals (Yoder-Wise, 2011).

Implementing a standardized communication tool would be a high complexity change. A high-complexity change is a situation characterized by the interactions of multiple variables of people, technology, and systems (Yoder-Wise, 2011). The Joint Commission mandated implementation of a standardized approach to "hand-off" communication and a process for comparing the patient's current medications with those ordered (Russell ,2011).

Yes, yes! Thank you for trying this in !

Managerial approaches needed for a project involving multiple agencies would have to utilize "Team learning" or "Team approach". Team learning refers to the need for a cohesive group to learn together to benefit from the abilities of each member thereby enhancing the overall outcomes of the team (Begun &White, 1995). Nurses involved in change and implementation of new tools must assume the role of a leader and have creditable followers. Creating and participating in change, rather than merely reacting to it, will encourage and promote organizational effectiveness.

Good.

credible

References

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Begun J.W. , & White K.R. (1995) Altering nursing's dominant logic: Guidelines from complex adaptive systems theory .Complexity and Chaos in Nursing, 2(1), 5-15 .

APA format/spacing/justification/indentation
still off and inconsistent ~ but better.

-1/2