

Michael Kruse

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Mailbox

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From: Nicole Boose
10/02/2011 11:03 am
To: (Course) Fall 2011 - Nursing Leadership and Management (RN405) - 201112 Fall 01

RN405 - Essay #3 converted to BONUS point offering

N405 - Bonus Point Offering - completion can earn you up to 10 points that you can apply to a grade/score of your choice. *Changed from Essay Question #3 assignment per vote by course participants to delete week #7 assignments (see e-mail 10/2/11).*

Deadline to submit Essay: **Saturday, October 15th, 2011 @ 11:59pm**

Attached please find scanned documents from three (3) recent daily issues from The Advisory Board Company. There are multiple topics identified throughout these issues. For your essay, complete the following:

1. Select one topic identified in any of the attachments.
2. Research information on this topic.
3. Apply a minimum of 5 concepts that you have learned in this course to further develop the topic from a nursing management or leadership perspective. Answer these questions in your paper:

Describe the topic and summarize your reivew of literature.

Describe managers or leaders, and their organizations that would benefit from this information.

What impact does this topic have on nursing management/leadership?

What actions or recommendations would you make to nurse leaders regarding this topic/findings?

What recommendations would you have for future research regarding this topic?

This essay should be written professionally, in third person, void of opinions and personal experiences.

- Review the essay grading rubric to understand how the essay will be graded.
- If you struggle with writing errors, make time for proofreading by someone with good/ professional writing skills.

Delivery Stats

Recipient	Message Read:	Message Deleted:
Nicole Boose	Unread	Deleted on 10/02/11 5:17pm
Lori Turner	Read on 10/02/11 12:26pm	No
Nicole Steele	Read on 10/05/11 3:19pm	No
Sheila Roth	Unread	No
Alicia Northen	Read on 10/02/11 3:44pm	No
Tenika McMillan	Read on 10/07/11 11:37pm	No

Surprised! - thought you'd pick one of the ED topics - like the noise level issue. 5 concepts identified but lacks application of each relative to topic. (7)

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From: Nicole Boose
09/24/2011 4:20 pm
To: (Course) Fall 2011 - Nursing Leadership and Management (RN405) - 201112 Fall 01

RN405 - Week #6 BONUS point offering

**** This is an optional activity ****

Some of you have responded that you would like me to offer bonus point opportunities. Successful completion of the following activity can earn you as much as 10 points to a score/grade of your choice. ~~This is the last opportunity for bonus point activities.~~

Deadline to submit activity for bonus points: Saturday, October 8th by 11:59pm.

Activity: After you have read chapter 23, complete and score the Conflict Self-Assessment in the text (page 470). Next, on a separate sheet of paper, write out your responses to the self-assessment questions for each of the five approaches to conflict (avoiding, accommodating, competing, compromising, and collaborating), focusing only on conflicts in your professional life.

Look at your scores on the Conflict Self-Assessment and responses to the five sets of self-assessment questions in the textbook (Boxes 23-4, 23-6, 23-8, 23-10, and 23-12). Reflect on how you act during conflict (professional and/or personal). Be honest with yourself without being critical.

- 1) Which two approaches to conflict resolution do you tend to underemphasize? Why?
 - a)
 - b)
- 2) Which two do you tend to use most often? Why?
 - a)
 - b)
- 3) When and how might you be matching approaches effectively to the particular nature of conflicts in which you are involved?
- 4) When and how might you be matching approaches ineffectively with the particular nature of conflicts in which you are involved?

Delivery Stats

Recipient	Message Read:	Message Deleted:
Nicole Boose	Read on 09/24/11 4:53pm	Deleted on 09/25/11 12:53am
Lori Turner	Read on 09/27/11 6:30am	No
Nicole Steele	Read on 10/02/11 7:51pm	No
Sheila Roth	Read on 09/25/11 10:07pm	No
Alicia Norden	Read on 09/26/11 7:21pm	No
Tenika McMillan	Read on 09/24/11 6:35pm	No
Lori Lindsey-Clarkston	Read on 09/24/11 11:04pm	No
Michael Kruse	Read on 10/04/11 2:16pm	No

I hope this was a valuable exercise - Glad you chose to do it!!

9

typos/grammar
could have been more clearly articulated - hard to read some of your points/learnings

From: Nicole Boose

09/12/2011 1:47 am

To: (Course) Fall 2011 - Nursing Leadership and Management (RN405) - 201112 Fall 01

Michael Kruse

RN405 - Week #4 Bonus Points

If you are interested in achieving bonus points this week, complete the application activities below. I have setup a dropbox titled "Week #4 Bonus Points". You may document completion of the activities below and place in the dropbox by Wednesday, September 21st by noon (12:00pm). Again, this activity is NOT required for successful completion of RN405. It is OPTIONAL!! Successful achievement of these bonus points will be added to your Week #4 Online Discussion grade. You may choose to do only one of the two activities or both.

1. Interview a nurse leader/manager (or your preceptor) about the types of technology he/she uses to perform their management functions. (Bonus points: 1-3 depending on quality and completeness)

3

- A. Name of technology - *I was looking for other technology as well -*
- B. Manager function supported by this technology *like - midas, Hiring Software, Perf Eval Software, Kronos Visionware*
- C. Nurse leader's opinion of technology (what do they think about it? Helpful? Difficult to navigate? Problem-prone? Data rich, information poor? Couldn't manage without it?) *for productivity stats, etc.*
- D. What technology is used by nurses at the bedside to improve quality of care?
- E. What do staff nurses think of this technology?

2. Interview the person responsible for completing and/or managing the staffing schedule. (Bonus points: 1-3 depending on quality and completeness).

- A. What factors are considered to ensure a schedule that is balanced for patient care safety, and equal/fair to all staff?
- B. What technology is used, if any, to support the development, analysis, and distribution of the staffing schedule?
- C. Describe rules surrounding staff scheduling? Does a policy exist to explain these rules? How many policies? Facility-based or Department-based? Self-scheduling?
- D. What types of external regulations or laws influence the development of a staffing schedule?
- E. What strategies are used to prevent events of inadequate staffing? What strategies are used to prevent a surplus of staff?

3

Visionware is used to evaluate productivity

Donna probably doesn't use, but the Directors do and pass down directives to Donna re: staff, overtime, clock-in/out, etc.