Staff Engagement Improves Nurse Retention & Patient Outcomes

Goals

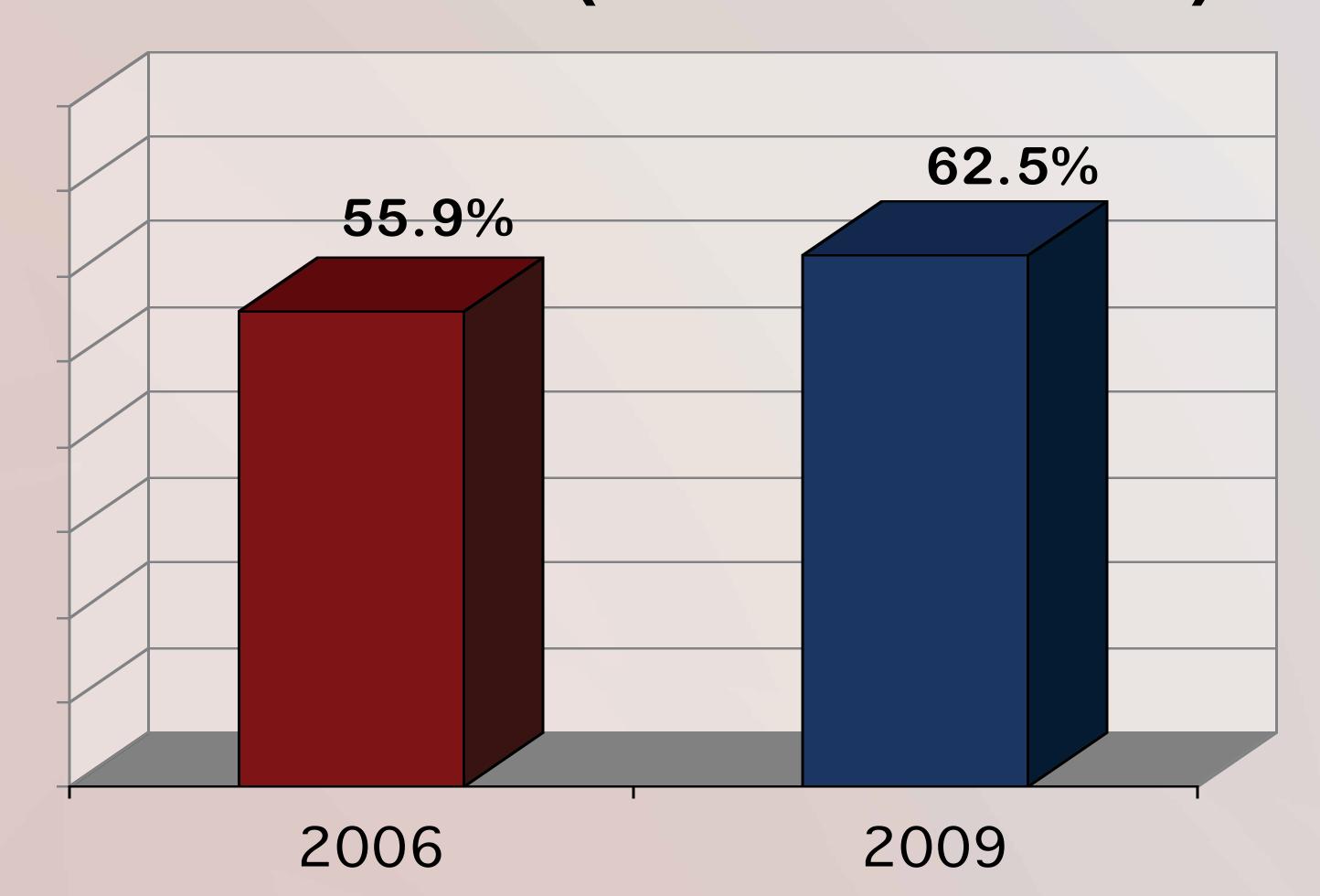
- Improve retention of nurses
- Improve patient outcomes

Strategies

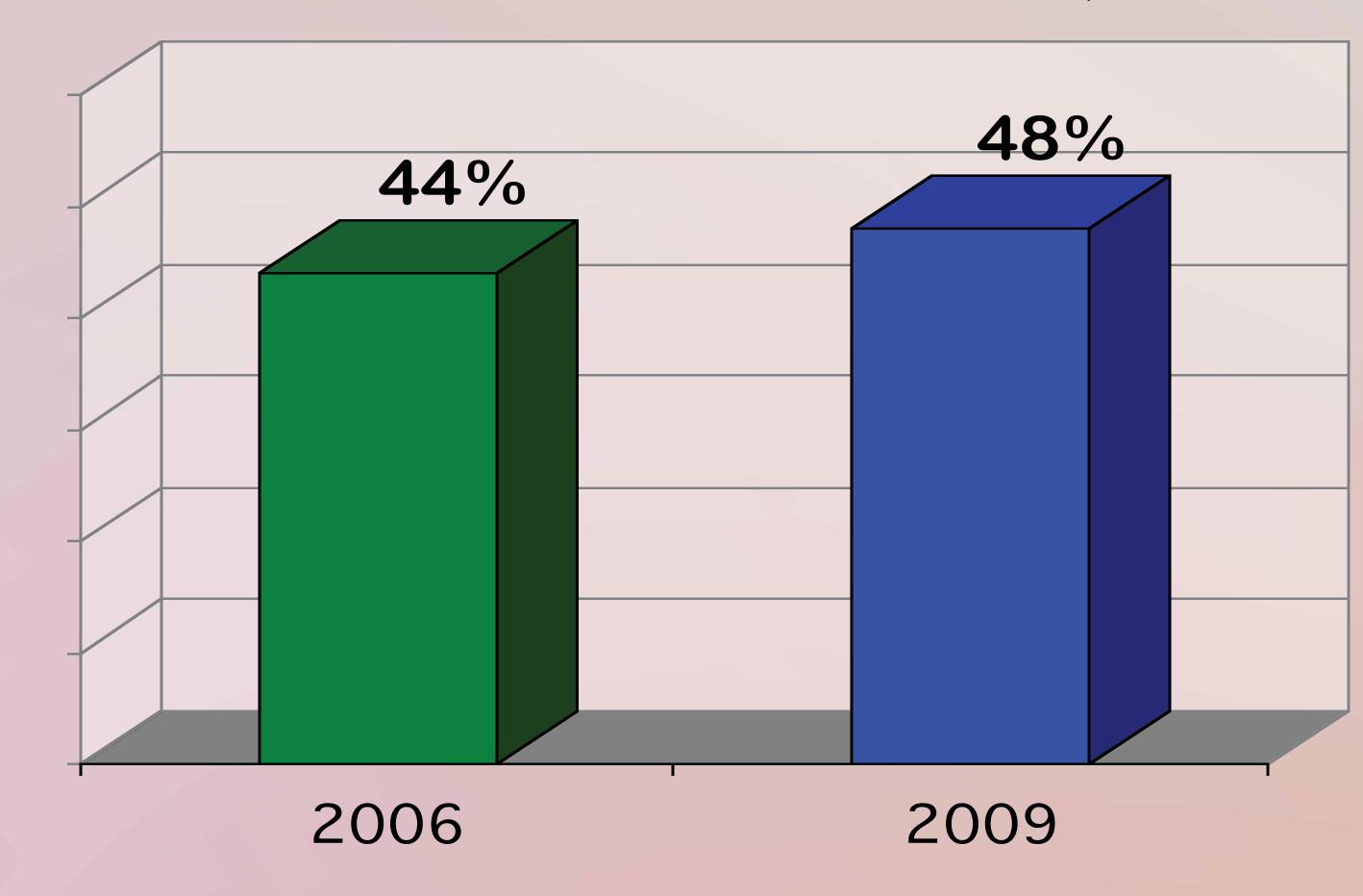
- New Nurse Fellowship Program
- Clinical Coaches
 - -New Nurse Fellows and Clinical Coaches were trained and paired over 6 months to build teamwork and support newly hired nurses.
- Nurse Manager Academy
 - -Leadership Training
- Establish 4 Magnet Pilot Units
 - -Implement PI Projects:
 - 1. Patient Satisfaction
 - 2. RN Satisfaction: Autonomy
 - 3. RN Satisfaction: Decision-Making
 - 4. Nosocomial Pressure Ulcers

Results

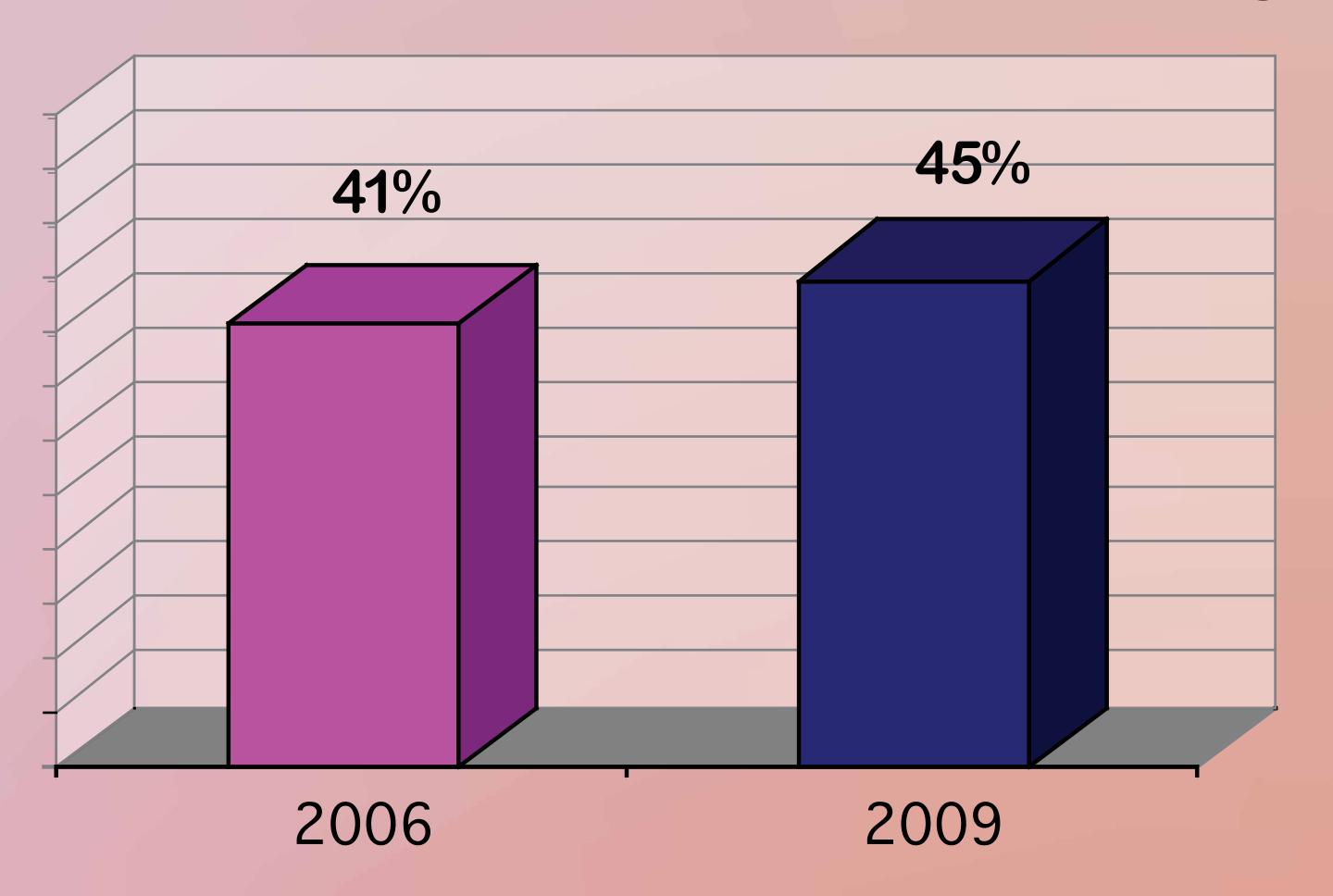
RN Retention (First 18 Months)



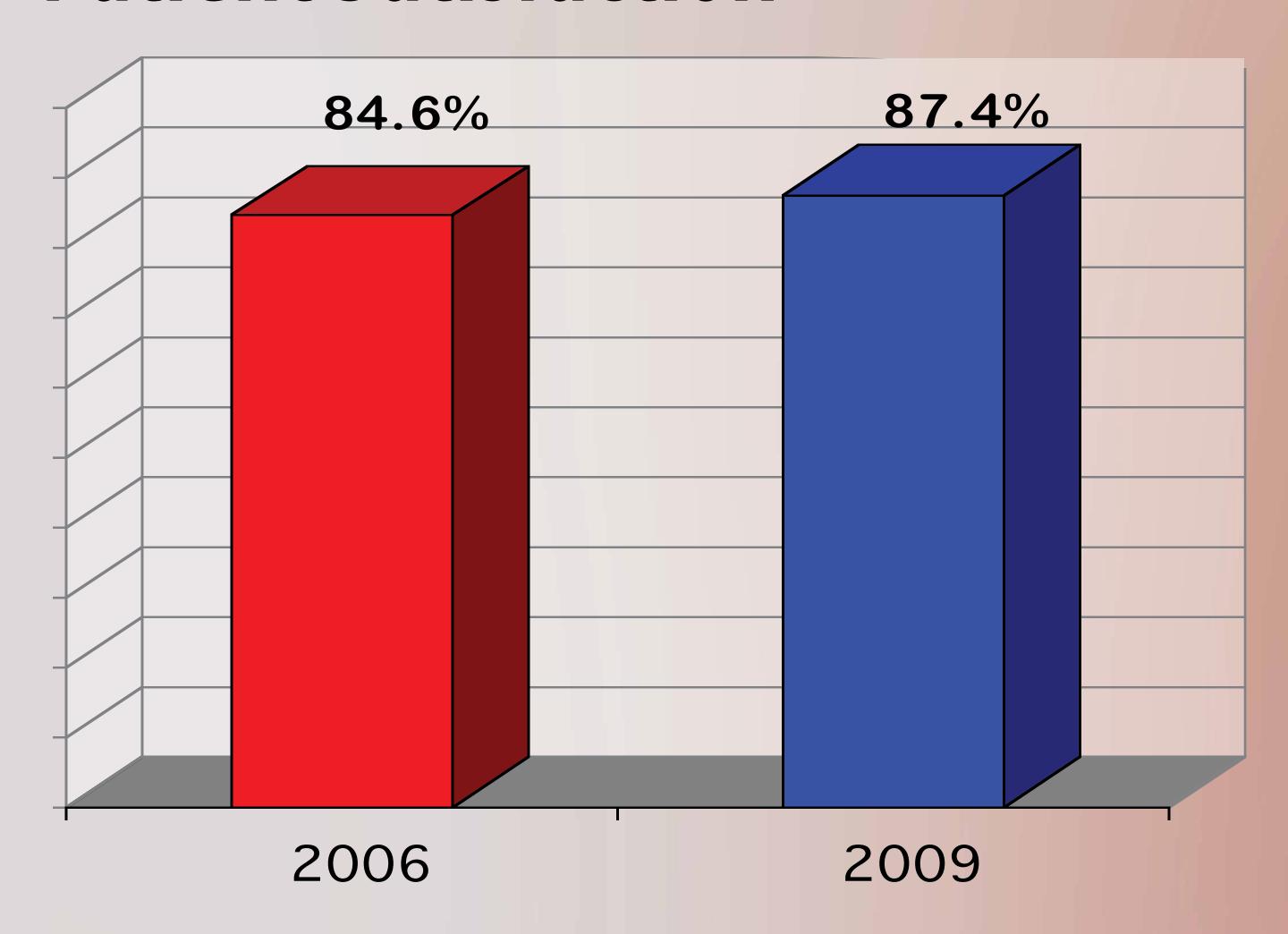
• RN Satisfaction: Autonomy



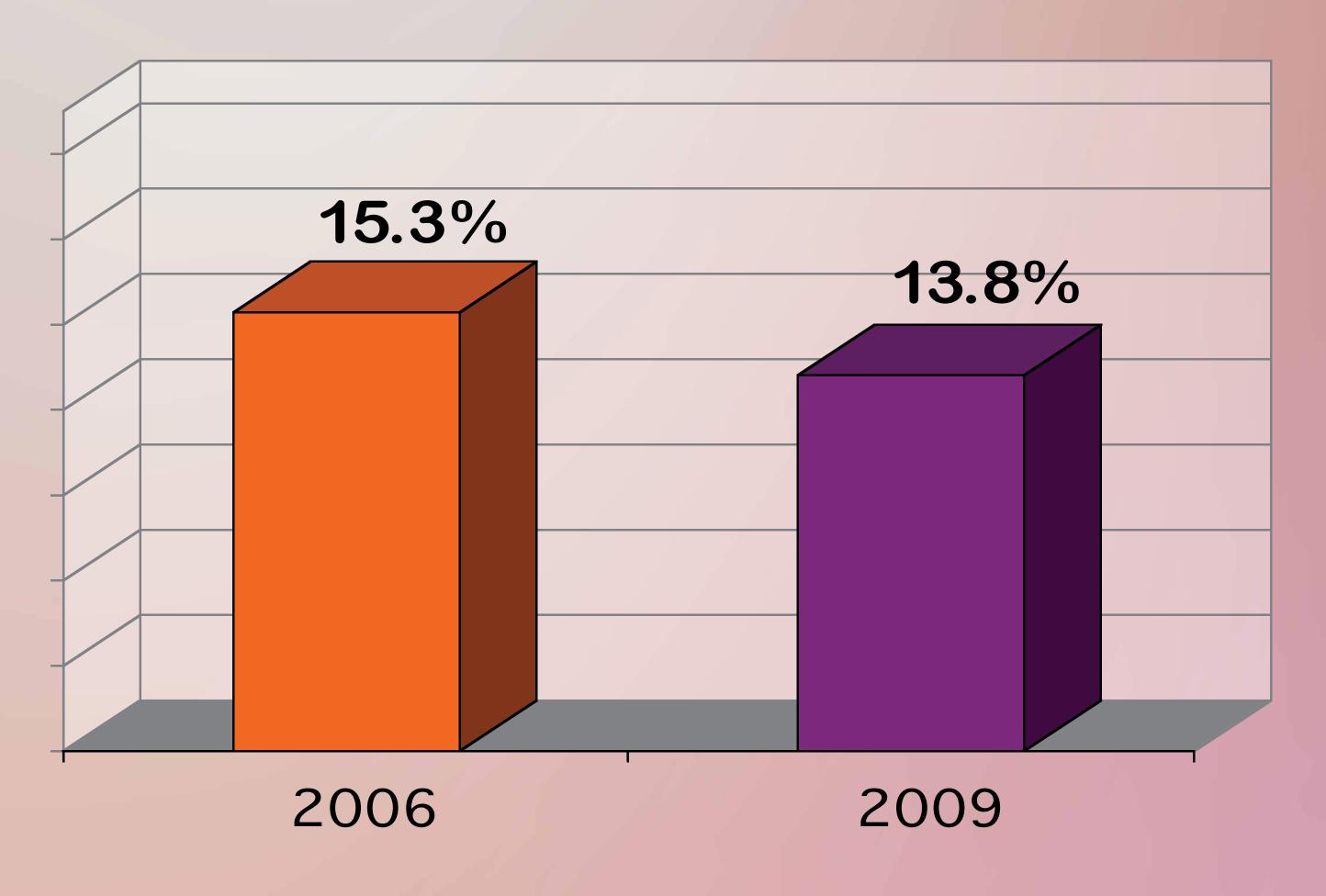
RN Satisfaction: Decision Making



Patient Satisfaction



• ICU Nasocomial Pressure Ulcer



Elements of Success

- Engage staff at all levels
- High support: dedicated resources
- Provide data to unit staff
- Hold staff accountability to outcomes

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