

Empowering Staff Nurses: A Newly Opened Hospital's Journey to Shared Governance



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Methods

- Develop Timeline through literature search
- Develop Shared Governance (SG) Model
- Develop SG Education
- Selection of Theorist by nurses
- Election of the Unit Based Practice Council's (UBPC) leaders
- SG Workshop - Leadership
- SG Workshop - UBPC chairs, co-chairs, and secretaries
- Nursing Standards & Improvement Coordinator serves as facilitator for UBPCs
- Support from Leadership
- Follow up Workshop - UBPC chairs
- ANA: Quality Conference - UBPC chairs attend

Background

Shared Governance, developed by Tim Porter-O'Grady, is a dynamic structure that is centered on four critical principles : partnership, accountability, equity, and ownership.

A fundamental belief behind shared governance is that staff nurses at every level in an organization should govern their practice and be included in decisions that affect their practice.

West Kendall Baptist Hospital, a 133 bed hospital opened April 27, 2011. The journey of shared governance started with Phase I: Initiation (before our doors opened), continued on to Phase II: Implementation and still on going to sustain Phase III: Viability and Vibrancy.

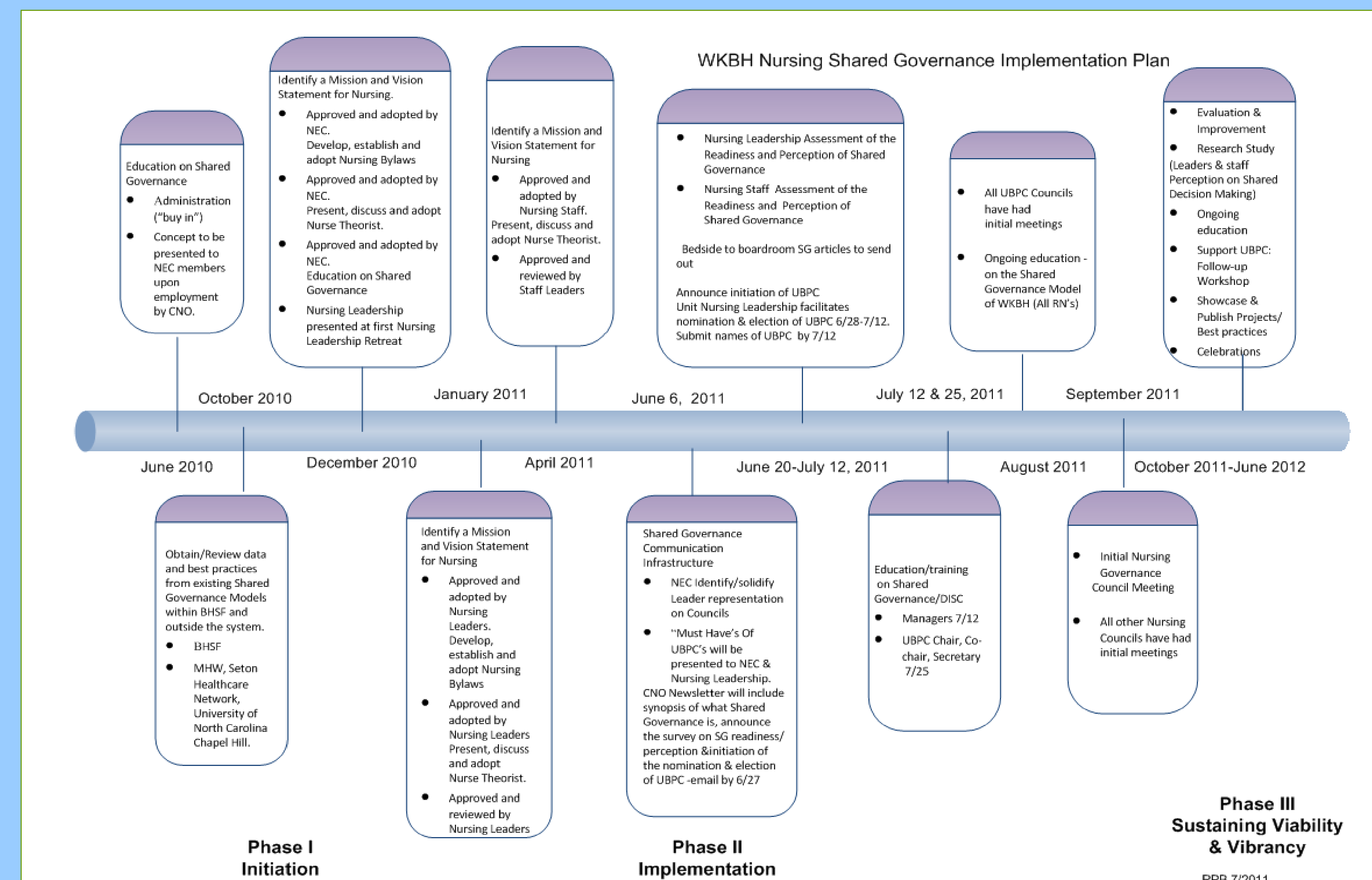
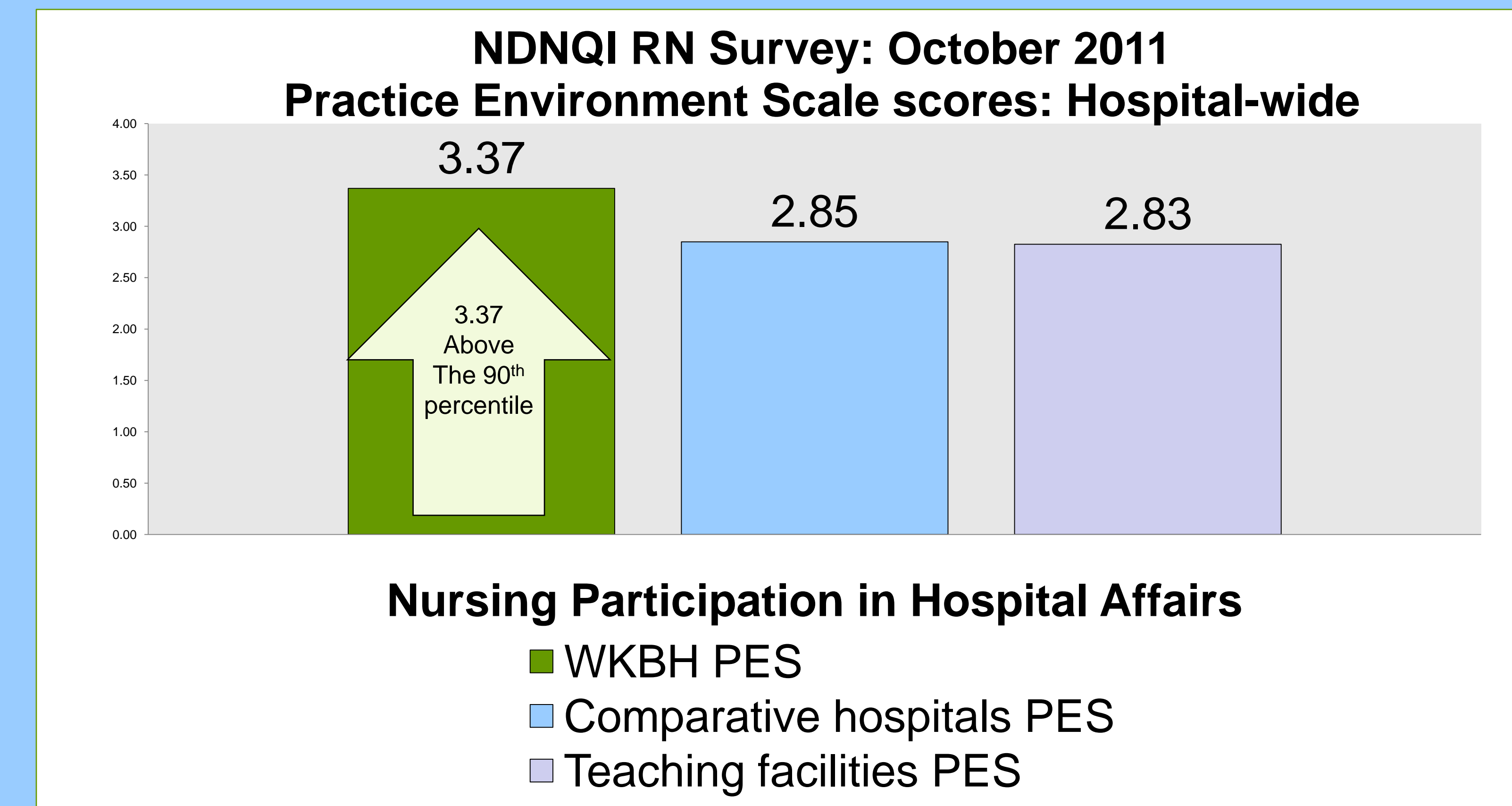
Implications/Results



Implications for Nursing:

- Improved collaboration and team building
- Improved quality of care and clinical effectiveness
- Increased staff confidence, personal and professional growth
- Development of new knowledge and skills
- Increased professionalism and accountability

Results:



Conclusion

Shared decision making is a journey, not an event!

It is not achieved overnight and there is no conclusion, only a foundation for future growth!

References

Anderson, E. F. (2011). A case for measuring governance (includes abstract); Nursing Administration Quarterly, Jul-Sep; 35 (3): 197-203.

Waddell, A. (2009). Shared Governance Supports evidence-Based Practice. American Journal of Nursing, Vol. 109 No. 11.