Shared Governance Leaders are comprised of dedicated front-line staff that are passionate about making a difference in their health care organization and to promote a positive and professional working environment.

The Shared Governance model encompasses the mission, vision, philosophy, and synergy model of the hospital, creating a means to provide best care for the patients. Shared governance councils are an effective way to give a voice to front line staff.

Shared Governance councils provide two-way communication with staff and leadership, opening channels that may have once been restricted. Every level of nursing is empowered to bring forth concerns, recommendations, and feedback to Shared Governance Councils, giving them a venue to have influence as a frontline nurse.

Shared Governance Leadership Structure
- Facilitator
- Chair
- Co-Chair
- Recorder

Shared Governance Leadership Requirements
- Create a culture of ownership
- Create a culture or accountability
- Create a culture of autonomy

These characteristics will impact both their practice and work environment.

The Baylor Scott & White Health Culture
- Collaborative and interdisciplinary in practice
- Facilitate great teamwork and duplication of work
- Share the same vision
- Establish clear guidelines and expectations, giving the staff a reference tool and template for constructing a thriving shared governance modes

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Through this process, staff from all levels of care are providing an active role in best practice, decision making, patient safety, and quality care which all promote optimal patient outcomes.

Teach hospital leadership that the front line staff should have a formal voice in decisions that impact the organization. Hospital leaders will play a participatory role by listening to staffs’ concerns and suggestions.

Leaders and Nurses unite to create a patient-centric nursing environment.

Training
The annual training is set up as a one day Shared Governance Leadership Retreat that the hospital hosts.

This helps to establish rapport among Shared Governance Leaders.

Senior Shared Governance Leaders lead the training workshop, serving as veteran council leaders, providing guidance and insight obtained from firsthand experience.

The guidance obtained during the training process directly influences the future of nursing practice in the hospital setting by establishing interventions and action plans that positively impact the quality of nursing care.

Future Steps
As a result of discussions during the 2015 Shared Governance Leadership Retreat, the Shared Governance Chairs and Co-Chairs have asked to meet monthly to discuss bed practices and updates with their respective council.

This group of Shared Governance leaders have established a forum that is lead and composed of bedside leaders.

These nurses have become empowered to lead their co-workers by communicating best practices throughout the hospital facility.

Background
Shared Governance Leaders are comprised of dedicated front-line staff that are passionate about making a difference in their health care organization and to promote a positive and professional working environment.

Aim Statement
Create a well-organized, professional Shared Governance environment by providing annual training for Shared Governance Leadership.

Magnet Model

Process of Establishing Thriving
Shared Governance Councils

Teach hospital leadership that the front line staff should have a formal voice in decisions that impact the organization.

Hospital leaders will play a participatory role by listening to staffs’ concerns and suggestions.

Leaders and Nurses unite to create a patient-centric nursing environment.

Through this process, staff from all levels of care are providing an active role in best practice, decision making, patient safety, and quality care which all promote optimal patient outcomes.

Implications for Advancing Practice
The Shared Governance model encompasses the mission, vision, philosophy, and synergy model of the hospital, creating a means to provide best care for the patients.

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Lifestyle

Training Our Future Leaders: Empowering Nurses to Be World-Class, Quality Forerunners
Team Leader: Megan Ramos, MSN, RN-BC
Team Members: Amanda Thier, MSN, RN-BC, Lindsey Briley, BSN, RN-BC, Aneesa Hojat, BSN, CCRN, CCAP

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