

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.

> Shared Governance Leadership

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

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

The Baylor Scott & White Health Culture

•Collaborative and interdisciplinary in practice

Facilitate great teamwork and duplication of work

•Establish clear guidelines and expectations, giving the staff a reference tool and template for constructing a thriving shared governance modes

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

Aim Statement



Share the same vision



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





ulness - Integrity - Compassion - Communication - Positive Attitude

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

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

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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 best practices and updates with in their respective council

This group of Shared Governance leaders have established a forum that is lead and composed of bed side leaders

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