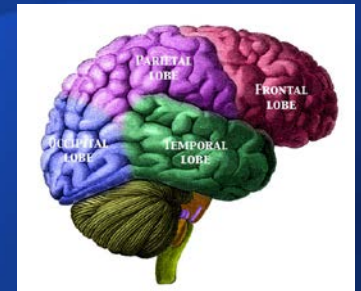




Eisenhower Health

Nurses Leading the Way... to Save BRAINS



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Objectives

- Describe how specialty certification, within an ANCC Magnet setting, promoted:
 - Professional development
 - Leadership in care delivery
 - Improved clinical acumen and patient outcomes
- Illustrate transformational leadership's long-term impact on nursing practice



Transformational Leadership

Idealized Influence

Inspirational Motivation

Individual Consideration

Intellectual Stimulation



We had an Idea....



Through nurse empowerment, provide an environment where clinical acumen, improve patient care and leadership skill is gained.

How? By valuing and encouraging the clinical nurse's:

- Voice in care delivery
- Specialty certification expertise
- Practice environment contributions
- Innovations towards improved outcomes

(Drenkard, 2011)





HISTORY

Background

- Stroke Certified RNs (SCRNs) felt under-utilized
- Telemetry Unit & Emergency nurses desired:
 - Expansion of their knowledge and skill
 - A voice in acute stroke patient care
 - Ability to utilize their expertise more fully
- Vital stakeholders supported change: Leaders, SCRNs and clinical nurses at the bedside



Strategy



Using Transformational Leadership Principles

- Directed by the Stroke Coordinator
- Supported by Telemetry Unit and ED Director
- Clinical nurses used *their* BRAINS to transform care at the bedside:
 - Nursing Professional Practice “Magnet” Model
 - SCRN Nurses formed a “Magnet” sub-committee
 - Raised stroke awareness and clinical knowledge



Transformational Leadership Principles In Action

- **Inspirational Motivation**: *“Vision”*
 - Certification elevates stroke nursing practice
- **Idealized Influence**: *“Shared Purpose”*
 - Engaged team improves stroke nursing care
- **Intellectual Stimulation**: *“Evidence-Based Practice”*
 - Solve problems with “Why” & “How” (Smith, 2011)
- **Individual Consideration**: *“Follow Your Passion”*
 - “Novice to Expert” Model to coach leaders (Benner, 1982)



How we did it.....



- Shared governance structure
 - Provided necessary structure for activities
- Supporting commitments
 - Structure process that leads to practice autonomy
- Goal focus Increase stroke skills and knowledge

***1 Priority = Increase Number SCRN
Nurses***



Our Results: Number of SCRNs

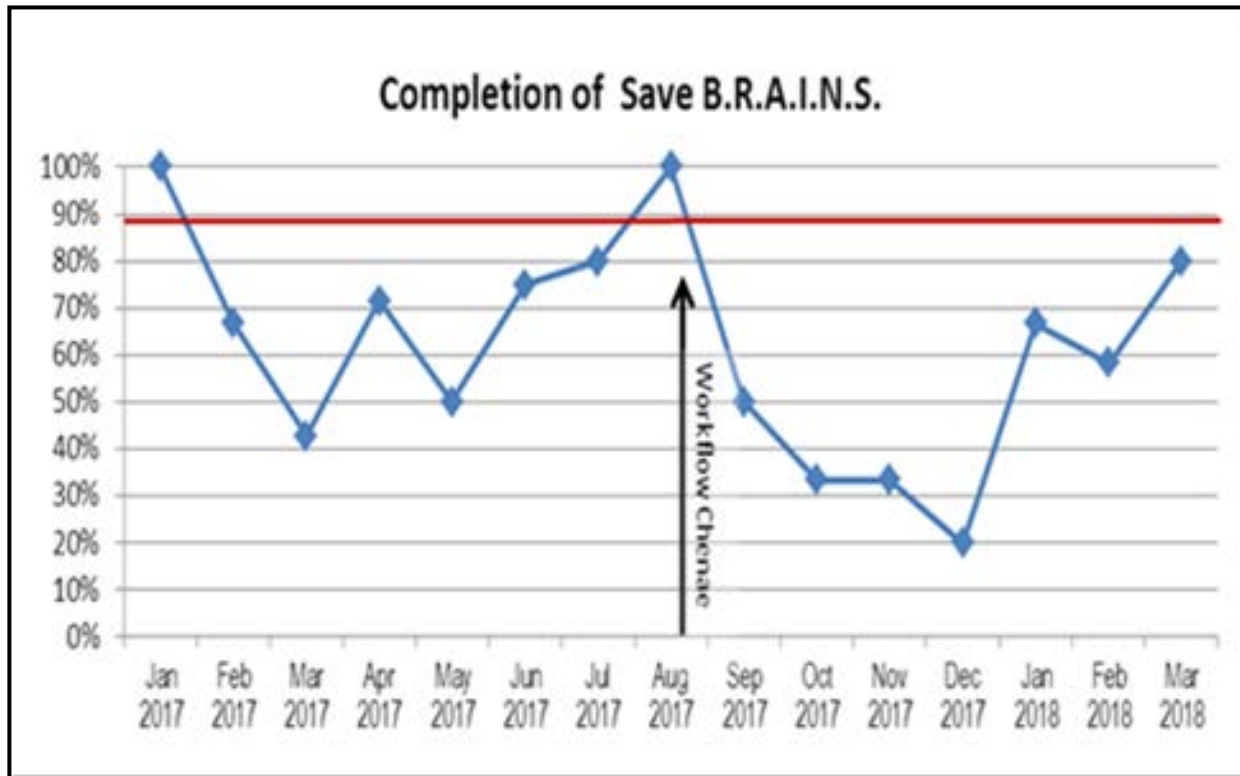
SCRNs grew from 7 to 23 over 2 years



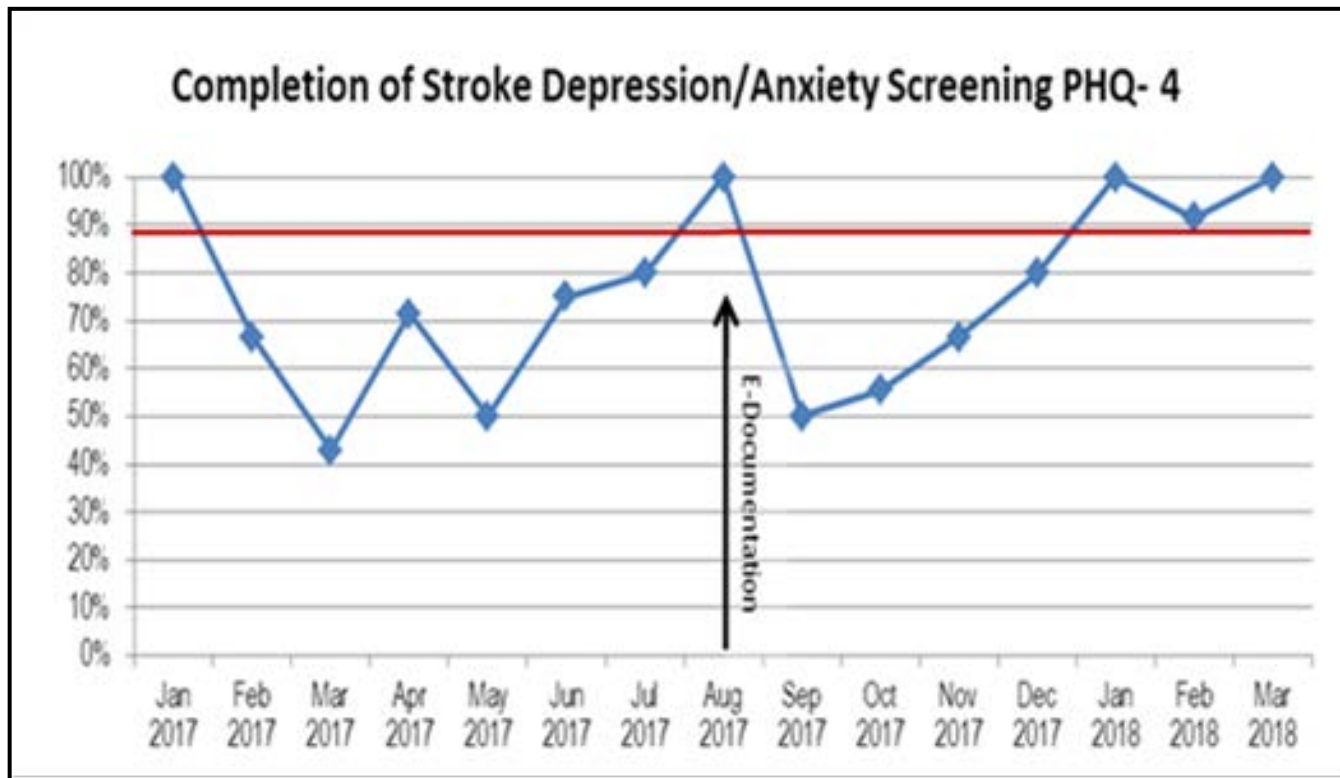
**“Sponsor
a SCRN”
Campaign**



Stroke Risk Factor Education



Stroke Depression / Anxiety Score



What Happened?



Dedicated, passionate stroke nurses:

- Taking ownership of professional practice
- Supporting competent stroke nurse growth
- Encouraging bedside evidence-based care
- Using innovative techniques to develop nurse leaders and experts in stroke care



Present and Future . .

This model provides:

- A framework for increased team collaboration
- Ownership of the nursing practice environment
- Replication opportunity for other certifications
- An innovative technique to develop nurse experts and leaders



Together, It works!



Front Line Staff Take The Lead

“Making a Difference Together Every Day”- Professional Practice Slogan



Questions?



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- Doody, O., Doody, C.M. (2012). Transformational leadership in nursing practice. *British Journal of Nursing* 21(20) pg. 1212- 1217. doi: 10.12968/bjon.2012.21.20.1212

