

Embracing a Shared Governance Model to Improve Your Practice

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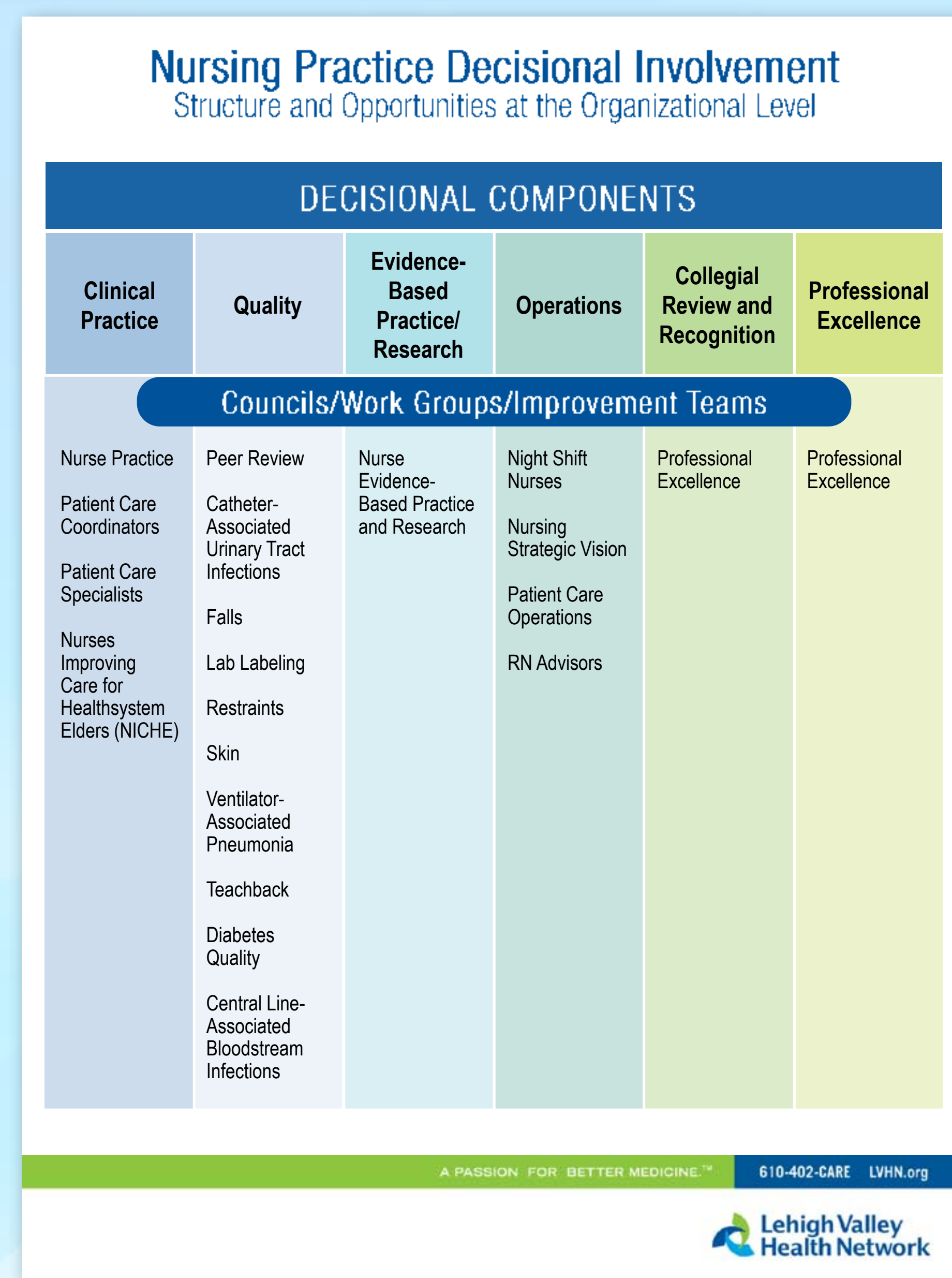
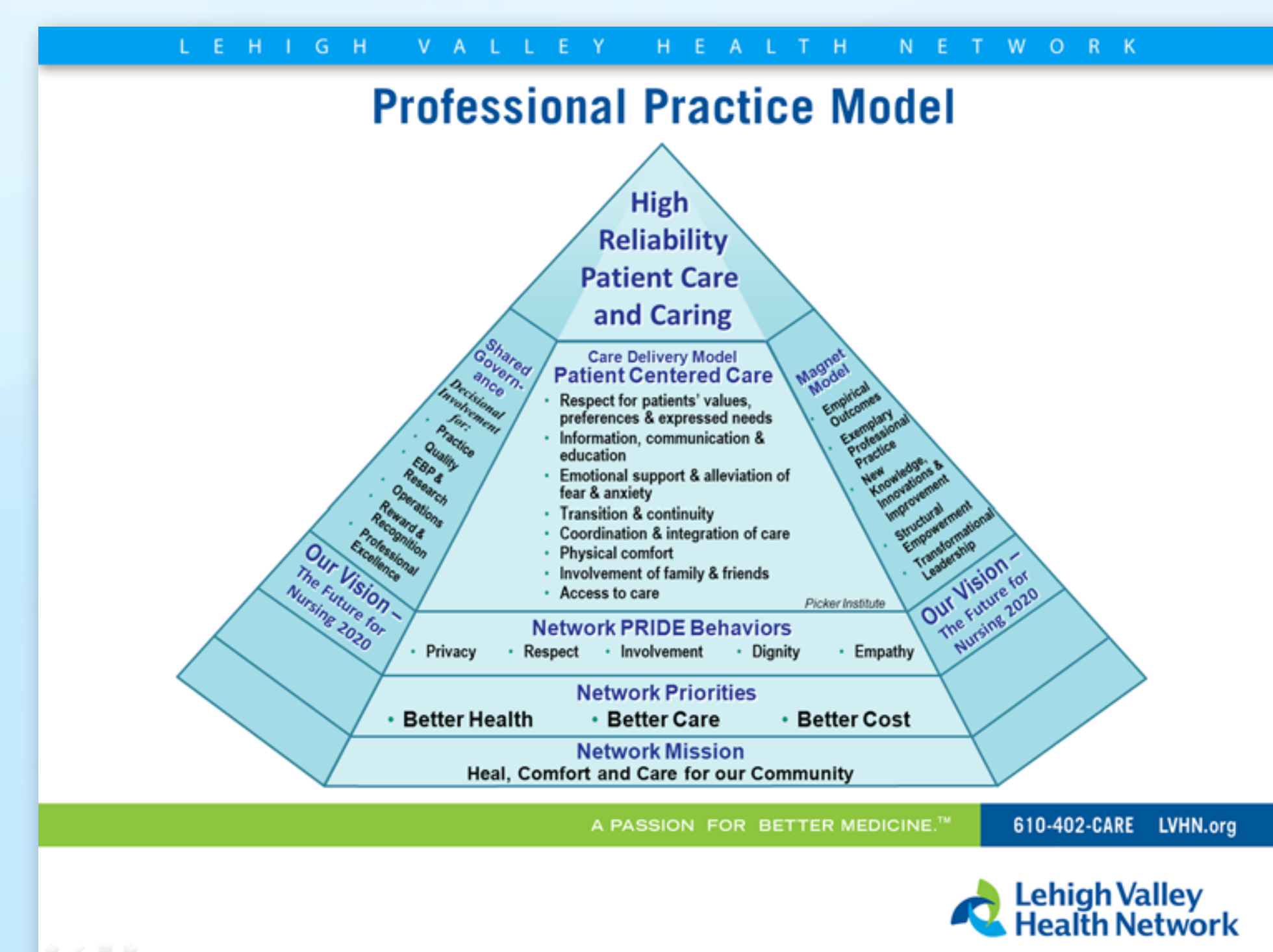
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Embracing a Shared Governance Model to Improve Your Practice

4K Medical-Surgical Unit
Lehigh Valley Health Network, Allentown, PA

Abstract

This poster details a continuously evolving shared governance model on 4K, a 30-bed medical-surgical unit, within the context of the organization's professional practice and shared governance models.



Shared Leadership/Participative Decision-Making

A model in which nurses are formally organized to make decisions about clinical practice standards, quality improvement, staff and professional development, and research
~ 2014 ANCC Magnet® Application Manual

4K Unit Councils

COUNCIL	FOCUS	OUTCOME EXAMPLES
Practice	Quality, Practice and Education	<ul style="list-style-type: none">Collection of data for unit process improvement (PI) projects.Organization of unit annual education blitz
Environmental	Safety and efficiencies in the workplace	<ul style="list-style-type: none">Developed unique audit tool to document hand washing - resulted in increased compliance
Staffing and Scheduling	Staffing schedules	<ul style="list-style-type: none">Determination of staffing guidelinesCompletion of monthly self-schedules in accordance with budgeted ratios
Reward and Recognition	Acknowledgement and celebration of achievements and special occasions	<ul style="list-style-type: none">Recognition of professional nurse certificationsNominations of unit staff for organization's annual Excellence AwardsCelebratory activities in association with National Nurses Week
Peer Review	Peer review in association with annual performance evaluation process	<ul style="list-style-type: none">Determination of peer review process and guidelinesProcess implementation

4K Unit Council Charters

4K Shared Governance Model Description

I. Councils

- Practice
- Environmental
- Staffing and Scheduling
- Reward and Recognition
- Peer Review

II. Communication Processes

- Minutes are recorded and retained electronically in a shared folder.
- Each council provides an update at unit meetings.

III. Unit Staff Member Requirements

- All staff members are expected to participate in at least one council.
- Attendance requirements are determined by each council.

IV. Selection Process for Council Memberships

- Opportunities for memberships are posted annually for staff sign-up.
- Members are selected by current council members in collaboration with the unit leadership.
- Council Chairpersons
 - selected by council members via a nomination and majority vote process.
 - may not be in the disciplinary action process.
 - must have served on the designated council for one year immediately prior to nomination.
 - must have completed the leadership development workshop on meeting facilitation.
 - is in the role of chair-elect one year before assuming the chair role for one year.

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