Embracing a Shared Governance Model to Improve Your Practice

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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.

4K Unit Council Charters

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

<table>
<thead>
<tr>
<th>COUNCIL</th>
<th>FOCUS</th>
<th>OUTCOME EXAMPLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Practice</td>
<td>Quality, Practice and Education</td>
<td>• Collection of data for unit process improvement (PI) projects. • Organization of unit annual education BHs</td>
</tr>
<tr>
<td>Environmental</td>
<td>Safety and efficiencies in the workplace</td>
<td>• Developed unique audit tool to document hand washing - resulted in increased compliance</td>
</tr>
<tr>
<td>Staffing and Scheduling</td>
<td>Staffing schedules</td>
<td>• Determination of staffing guidelines • Completion of monthly self-schedules in accordance with budgeted ratios</td>
</tr>
<tr>
<td>Reward and Recognition</td>
<td>Acknowledgement and celebration of achievements and special occasions</td>
<td>• Recognition of professional nurse certifications • Nominations of unit staff for organization’s annual Excellence Awards • Celebratory activities in association with National Nurses Week</td>
</tr>
<tr>
<td>Peer Review</td>
<td>Peer review in association with annual performance evaluation process</td>
<td>• Determination of peer review process and guidelines • Process implementation</td>
</tr>
</tbody>
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4K Shared Governance Model Description

I. Councils

• Practice
• Environmental
• Staffing and Scheduling

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.

References: