Title: SPECIAL SESSION: The Simplicity of Leadership Onboarding at Your Fingertips

Keywords: Clinical Leader, Inter-professional Collaboration and Leader Onboarding

Summary: Other hospitals and organizations can adopt this leadership onboarding manual in their respective settings. Participants in this presentation will obtain both acumen and value from adopting and integrating digitalized onboarding manuals into their leadership onboarding process.

Abstract Text: Effectively transitioning clinical leaders is vital for the success of an organization as evidenced by metrics such as retention and staff engagement (Leach & McFarland, 2014). Additionally, new clinical leaders have to develop the ability to balance both organizational initiatives and leading frontline staff at the bedside (AONE, 2015; Gapenski & Reiter, 2016). Finally, experts have illustrated that this transition can be accomplished more effectively if organizations approach said transition with a systematic framework of interventions for new nursing leaders (Manning et al., 2015).

Methods: IU Health Arnett identified a gap in the transition of nursing leaders. Specifically, IU Health Arnett identified a static onboarding manual (i.e. paper binder) which became antiquated when the next nursing leader began their onboarding process. As a result, IU Health Arnett implemented a dynamic onboarding tool nursing leaders could update as gaps and updates were identified between each nurse leader onboarding. This dynamic onboarding manual was created through utilizing Microsoft OneNote (Pinola, 2017). After implementing the tool, qualitative data was collected through feedback from both experienced and new nursing leaders given access to the onboarding manual.

Results: Qualitative data collected from X nursing leaders was obtained. Qualitative data illustrates that both experienced and new nursing leaders preferred the OneNote onboarding manual over the paper binder previously used.

Discussion: Implementing the innovative onboarding tool was received positively by experienced and new clinical leaders. Data illustrates experienced leaders reported they would have benefited if this OneNote onboarding tool would have been utilized during their transition. Finally, the OneNote onboarding received so much positive feedback that it was presented and adopted at the IU Health system nursing leadership council.

Conclusion: Other hospitals and organizations can adopt this leadership onboarding manual in their respective settings. A digitalized approach to leadership onboarding can eliminate silos present within an organization and ensure future leadership a much smoother transition into newly assigned roles.

References:
Content Outline:
Clinical leadership will be able to understand and implement an innovative clinical leadership onboarding tool which is dynamic and easily accessible for both experienced and newly transitioning

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