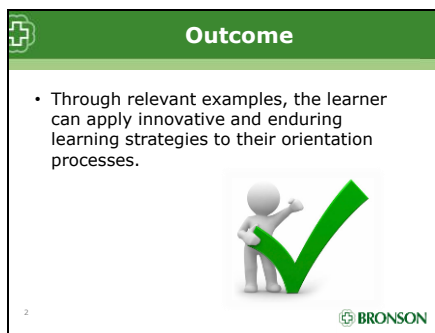
[illegible]

Background

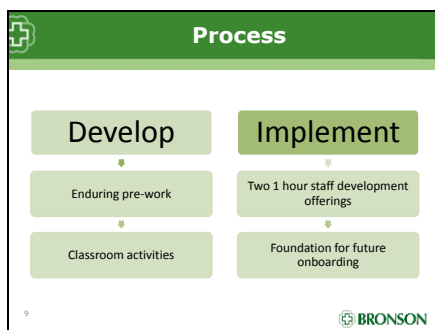
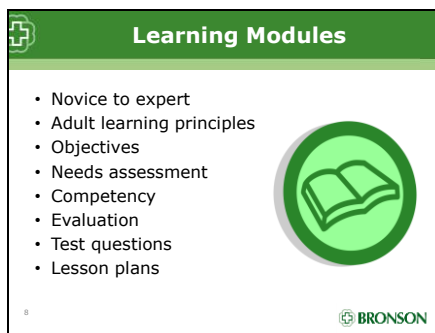
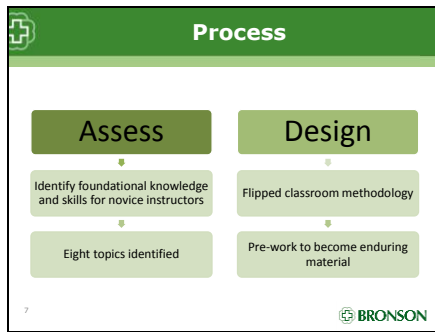
[illegible]

Goal

-

Previous State of Orientation





Have Fun!




10


 BRONSON

Outcome




11

 BRONSON



Enduring

Bronson Healthcare Group
Coaching and Validation Center
Professional Development III



ORIENTEER ASSIGNMENT

1. Novice to Expert

- a. Watch the [Paradise Bennett Novice to Expert Video](#)
- b. Review 3 of the 5 novice to expert scenarios
- c. Discuss the concepts described by Bennett's Novice to Expert with preceptor

2. Adult Learning Principles

- a. Watch the [Malcolm Knowles Adult Learning Theory Video](#)
- b. View the [Adult Learning Pre-work](#)
- c. Review exercise with preceptor [Adult Learning Case Study](#)
- d. Discuss the concepts described by Knowles Adult Learning Theory with preceptor


PRECEPTOR OR CLASS ASSIGNMENT



1. Novice to Expert


- a. Answer questions that might result from viewing Novice to Expert Video
- b. Review 3 of the 5 novice to expert scenarios
- c. Discuss Bennett's Novice to Expert concepts with orientee

2. Adult Learning Principles

- a. Answer questions that might result from viewing Adult Learning Principles Video
- b. Review Adult Learning exercise with orientee

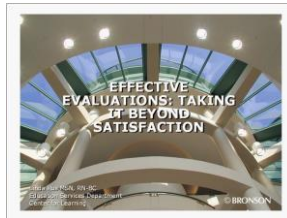




[illegible]

Voiceover Example



13



**"developed pre-work for skills fairs
and have completed lesson plans for inservices"**

**"started to develop
multiple choice questions"**

**"written test questions, developed objectives,
and created lesson plans
with accompanying curriculum"**

14



**Contact Information: Khristina Grimm,
PhD, RN-BC; grimmk@bronsonhg.org**

15





- Avillion, A. (2012). The path to stress-free nursing professional development: Conducting needs assessments. Danvers, MA: HCPro, Inc. 28-30.
- Benner, P. (1984). From novice to expert: Excellence and power in clinical nursing practice. Prentice Hall: Upper Saddle River, New Jersey.
- Di Leonardi, B. C. (2014). Getting started in nursing professional development: The staff education process. (4th edition). Association for Nursing Professional Development.
- Knowles, M. (1984). *The Adult Learner: A Neglected Species* (3rd ed.). Houston, TX: Gulf Publishing.

16





- Kirkpatrick Partners. (2018). The Kirkpatrick Model. Retrieved from <https://www.kirkpatrickpartners.com/Our-Philosophy/The-Kirkpatrick-Model>
- Levine, J., Johnson, J. (2014). An organizational competency validation strategy for registered nurses. *Journal for Nurses in Professional Development*. 30(2):58-65.
- Pilcher, J. (2016). Learning Needs Assessment: Not Only for Continuing Education. *Journal for Nurses in Professional Development*, 32(4), 185-191.
- Wright, D. (2005). *The ultimate guide to competency assessment in health care* (3rd ed.). Minneapolis, MN: Creative Health Care Management, Inc.

17





Thank you!
bronsonhealth.com

bronsonhealth.com

