

CATALYZING INNOVATION AMONG NEW NURSES BY FACILITATING ADAPTIVE EXPERTISE

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DISCLOSURE – FRANCIA I. REED

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Learner objectives:

- Explore the relevance of adaptive expertise in nursing
- Discuss the means of catalyzing innovation among new nurses
- Examine the perspectives of new nurses on innovation in clinical practice

OVERVIEW

- Innovation in nursing
- Theory of Adaptive Expertise
- Promoting Adaptive Expertise in New Nurses
- Catalyzing innovation

BACKGROUND

- Descriptive Qualitative Case Study of a single nursing program (Reed, 2018)
- Educational program recognized as innovative
- Focus Group interviews with new graduate nurses
- Findings reflected new nurses journaled innovative ideas

INNOVATION IN NURSING

- Definition – Grounded in Economics, and business; Based on work of Everett Rogers (2003)- innovation includes:
 - new product, new process, new idea – that is new to user
- 21st Century Nursing – presents a need for innovation (IOM, 2011)
 - Complex patient care
 - High-tech environment and equipment
 - Nursing care outside of acute-care centers

21ST CENTURY NURSING CARE



<http://www.nursing-informatics.com/revealing/antithesis.html>



https://www.yelp.com/biz_photos/examinetics-overland-park?select=fIO1hKoSUiTWoC9TIRcE2A



<https://www.baptist-health.com/services/home-health/>



<https://abcsrcm.com/growth-telehealth-telemedicine-services/>

COMPLEX CARE

- High patient acuity
- Multiple medical issues, Polypharmacy
- Nurses' preparation to deal with complexity
- Innovation generates new solutions - this is an example of adaptive expertise

ADAPTIVE EXPERTISE

- Definition –transfer conceptual knowledge gleaned from personal experience to a new situation (Hatano & Inagaki, 1986).
- Generating new solutions amounts to innovation(Opre, 2015)
- Occurs among those with particular personal traits
- Is fostered by the right environment
- Occurs regardless of age, or professional status

COMPONENTS OF ADAPTIVE EXPERTISE

Personal traits –

- Risk-taker, problem-solver,
- Visionary; curious

Environments –

- Problem-based learning (PBL), encouraging, supportive

WHY CATALYZE INNOVATION IN HEALTHCARE?

- Healthcare changing at unprecedented rates
- Nurses need to transcend static knowledge
- Innovations in healthcare – pave ways to higher quality care
- Potential improvements in care, management, policies
- Nurses are potential adaptive experts

HOW DO WE CATALYZE INNOVATION?

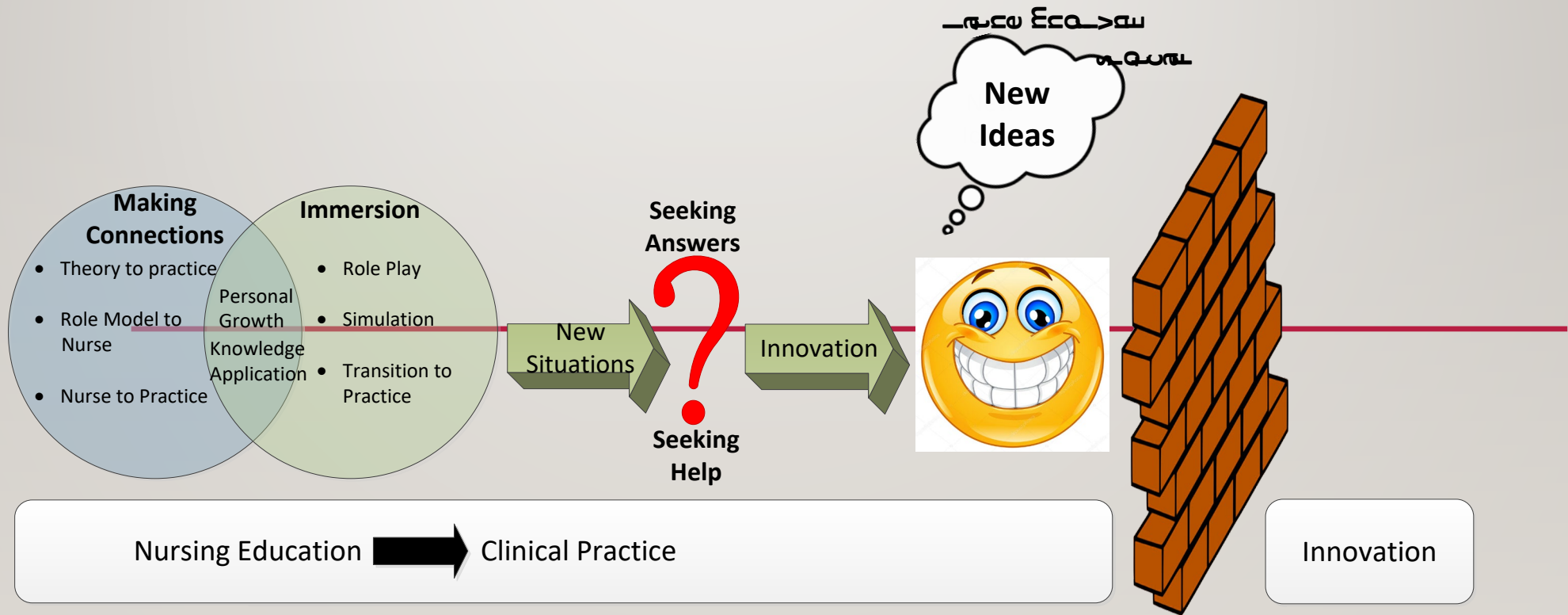
Supportive environments in both education and clinical practice

- PBL curriculum – intentionally vary case studies to challenge learners – (Mylopoulos and Wood, 2017)
- Encourage risk-taking – Ask learners ‘why’ questions –
- Encourage knowledge transfer to a new solution
- Reward innovations – set a tone of expectation of innovation

THE KEY TO CATALYZING INNOVATION – IS TO FACILITATE ADAPTIVE EXPERTISE

- Descriptive qualitative case study revealed new nurses' potential for innovation
- Educational Environment was supportive, innovative
- Curiosity encouraged among learners
- Nurses not satisfied with status quo





FACILITATING ADAPTIVE EXPERTISE IN CLINICAL PRACTICE

Role of Clinical Nurse leaders

- Establish supportive work environment
- Support curiosity – validate views of new nurses
- Promote communication of innovative ideas
- Reward innovations

CONCLUSION

- Innovation can help nurses address complexities of care
- Facilitating adaptive expertise in nursing is one pathway to catalyzing innovation
- Nurse educators and clinical nurse leaders are key players
- Supportive environment, expectation of innovation, and communication are all key to innovation manifestation

ANY QUESTIONS?



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