“Just One”: Applying Leadership Principles in Hospital Settings

WHY? Ability to lead early in nursing career is needed to promote and maintain a healthy work environment.

Problem:
1. Student nurses lack initiative and ability to apply leadership principles independently.
2. Identification of key leadership principles for pre-licensure clinical is needed.

理性：
1. 学生护士缺乏主动性和独立应用领导原则的能力。
2. 需要识别关键的领导原则，以便在实习前获得许可。

Do Students grow in ability and confidence with deliberate practice of leadership skills?

✓ Yes

Quantitative

(n = 154) BSN students on two campuses during two semesters

Six knowledge questions revealed no statistical difference in pre/post test means.

References


Goal: Create a plan for student nurses to apply one leadership principle on each hospital clinical day. Students will collaborate to apply “Just One” principle.

Methodology

Faculty

Introduce

Define expectations

Encourage & guide

Listen

Students

Advocacy

Delegation

Response to incivility

Observe

Consider

Seek & Act

Reflect on Experience

Kolb’s Experiential Learning Cycle

Experience

Observations & reflections

Development of ideas

Testing ideas in practice

Student Recommended Next
Steps
Add delegation to sim
Practice supporting patient autonomy
Care in the grieving process
Decrease excessive alarms
“Learn best with real life practice”

Nurse Role Development

“Applying skills under pressure”
“Confidence”
“Learn how to communicate effectively”
“Helped me understand”
“Reduced my anxiety”

Qualitative

Students realized inability to act when faced with incivility.
98% pretest → 84% post-test

EMOTIONAL RESPONSE


MAKING A JUDGMENT

Culture problem
Nurses are “struggling.”
A way to cope at work.
Not meeting teaching expectations of a nurse
“Desensitized to remembering what it’s like to be a student.”

leadership concepts understanding was think reducing anxiety helped understand delegating leadership concepts helped nurse apply practice helped better confidence live clinical Clinical able understanding making build confidence