The Partnership Culture Model represents both an infrastructure and a culture where partnering relationships thrive in order to achieve quality healthcare outcomes. Partnership cultures foster leadership and relationship development. Cultural transformation is initiated, adopted, and sustained via Partnership Council infrastructures. This session will explore how an international healthcare consortium of close to 300 settings is engaged in the implementation, sustaining and evolution of this model. A health system exemplar will showcase leadership development processes and outcomes, using the Partnership Culture Model.

The Exemplar will describe:

1-Use of structured observation using benchmark measurements, and included sections on phase of development, council design, momentum cycle, evidence of milestones, council work components, and success factors.

2- Competency based performance leadership development that fosters use of engagement concepts and strategic interventions based upon the premise that transformational change is challenging, but having strong committed leaders with a clear vision and long-term view increases the capacity for success (Werner & DeSimone, 2009).

The following three strategies were used by the exemplar:

1-designing a competency based performance criteria development program at the unit level that includes monitoring for incremental change as managers and staff leaders move from transactional to transformational leaders.

2-implementing a monthly Partnership Council workshop curriculum addressing pragmatic, measurable keys for successful team member engagement

3-establishing an annual pulse check re-assessment or evaluation process that drives improvement and accountability to the philosophy and structural supports of a culture of partnership. Implementation of a self-assessment survey focused on accountability, perceived impact on 13 council competencies, rank fourteen Forces of Magnetism, as defined by the American Nurses Credentialing Center (Joint Nursing Practice Commission; Dumpel, H., 2008). Each member of the unit-based shared governance council completed the survey.
Lessons learned from this strategic process and other Council Culture processes will be shared.