

# Igniting a Spirit of Inquiry Using a Sacred Cow Round-Up

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## Background and Purpose

### Purpose:

To tap into bedside nurses expertise, inspire a spirit of inquiry and ownership, and ensure an avenue for process improvement since nursing is a constantly dynamic field.

### Igniting Employee Innovation:

The Sacred Cow Round-Up was established so the boots on the ground could have a voice in changing traditional practices that are not evidence based.

### Empowering Process Improvement:

To provide a structured avenue for continual process improvement as research becomes available and processes evolve to ensure best practices are used for daily care.

## Learning Objective

The purpose of the project was to actively engage bedside nurses in research to enable removal of sacred cows and implement evidence based practice.

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## Design, Setting, and Sample

The setting of this project was the 492 bed Baptist Hospital. Four pilot units were initially chosen: the Intensive Care Unit (ICU), the Behavioral Medicine Unit, the Emergency Department (ED), and the Cardiology Unit of 4 West.

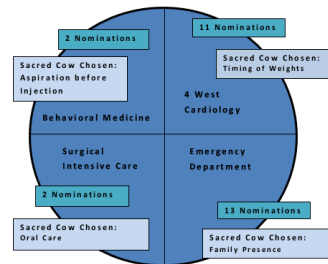
The goal was to promote a collective learning and sharing environment by putting up a pasture posters where nurses could write ideas on the cows – inspiring the “Sacred Cow Round-Up”.



## Methods

Each unit was given a pasture poster and cows to adhere to it. Instructions and markers were given so ideas and potential sacred cows could be directly written on the cows. The cows were then placed on the pasture for evaluation by the Sacred Cow Team. The team and administration chose one sacred cow from each unit to research.

## Results and Outcomes



The ICU unit based council (UBC) is now working on changing their oral care protocol. In the ED the UBC is working to make signage and is collaborating with security to ensure visitors are brought back in a timely fashion and can be present during crucial moments of care. Cardiology is working on implementing timing of weights for their cardiac patients that allows for more rest. Behavioral Medicine has already rolled out education to their nurses to stop the practice of aspiration prior to administering IM medications. Because of the success of this project in the pilot units, it will now be rolled out to the rest of the Baptist Hospital and some of the clinics.

## Conclusion

Bedside nurses are interested in making changes to update their practices. Giving them an avenue to affect their own practice inspired research and removal of Sacred Cows. Now nurses in the Baptist Health Care system have a way to actively engage in keeping their practices up to date. This approach is grass roots instead of a top down approach, which can improve ownership and participation in the changes.

## Implications for Practice

Nurses at the bedside are some of the best resources for helping to update outdated practices. By recruiting them and inspiring a spirit of inquiry, health care facilities can ensure patients are given the best care possible.

## Acknowledgements

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