Fostering the Integration of The Clinical Nurse Leader in Japan through a multidisciplinary Clinical Immersion program in the United States

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OBJECTIVES & DISCLOSURE

o Participants will be able to discuss the importance of clinical immersion to foster the understanding of the Clinical Nurse Leader role.

o Participants will gain insights into the development of collaborative clinical and academic partnerships to advance the CNL role in Japan.

o Disclosure
  o Gordana Dermody, MSN, RN, CNL-Washington State University
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The authors report that there is no conflict of interest.
YOU'RE FINE. IT'S ALL IN YOUR HEAD, TAKE TWO ASPRINS AND WE'LL FOLLOW UP IN SIX WEEKS...

DR. STATUS QUO

U.S. HEALTH SYSTEM
TRANSFORMING HEALTHCARE DELIVERY: MAKING THE “SHIFT”

Quality of Care

$ Cost of Care

Shift = Change in Clinical Care

“Business as Usual”
TRANSFORMATIONAL LEADERSHIP AT THE POINT-OF CARE

- Transformation at the bedside requires a transformational leaders.
  - Clinical Nurse Leader role development.

- First new role in Nursing in over 35 years
- Developed through a partnership between practice and academe.
- Currently over 4,500 board-certified CNLs nationally.
ROLE ASSUMPTIONS OF THE CNL

- Analysis of the microsystem.
- Gap analysis.
- Drives change and innovation at the bedside.
- Advanced generalist-has the 3 P’s.
- Understands, guards, and improves the microsystem’s workflow.
- Care coordinator of high risk-frequent flyer patients.
- Transformational leadership.
The Clinical Nurse Leader’s (CNL) role is increasingly valued and desired in U.S. healthcare systems, and abroad.

- There is a shortage of qualified CNL faculty.
- Nursing faculty are unsure of how the CNL practices.
- Mature CNL practice may be difficult to find.
THE NEED FOR CNL CERTIFIED FACULTY IN JAPAN

- Since 2012 numerous presentations given in Japan to disseminate the role assumptions of the Clinical Nurse Leader.
- Significant interest by healthcare and nursing leaders in Japan to develop curriculum and the implement CNLs in hospitals across Japan.
CREATION OF AN IMMERSION EXPERIENCE

- Relationship & Collaboration with CNLs, CNO’s and healthcare organizations with mature CNL practice.

- A 7-day CNL certification review seminar and immersion experience.
  - Didactic - Mirrors the CNL certification exam blueprint (AACN tool kit)
  - Clinical
DIDACTIC COMPONENTS

- Nursing Leadership
  - Horizontal Leadership
  - Interdisciplinary communication & collaboration skills
  - Health care advocacy

- Care Environment Management
  - Healthcare systems
  - Healthcare policy
  - Quality Improvement
DIDACTIC COMPONENTS

- Clinical Outcomes Management Knowledge management & EBP
  - Illness and disease management
  - Advanced clinical assessment
  - Health prevention and disease prevention management
DIDACTIC COMPONENTS

- Care Environment Management
  - Healthcare Informatics
  - Team coordination
  - Healthcare finance & economics
  - Ethics & Nursing Leadership

- Integration of the CNL role
- Role integrity
- Lateral integration of care services
LESSONS LEARNED

Immersion experience needs to have both didactic and clinical components to:

- Understand the CNL’s clinical practice,
- Understand the differences between the role of the CNL and the manager, CNS, and charge nurse in the clinical practice setting.
- Experience the best-practice model for CNL role integration into the clinical setting.
- Observe outcomes of optimal CNL role integrated to function at highest level of education.
CLINICAL IMMERSION EXPERIENCE YEAR 1

Ann Arbor, Michigan
Spring 2014
CLINICAL IMMERSION EXPERIENCE YEAR 1
CLINICAL IMMERSION EXPERIENCE YEAR 2

Grand Rapids, Michigan
Spring 2015
CLINICAL IMMERSION EXPERIENCE YEAR 2

Rockford, IL Spring 2015
IMMERSION EXPERIENCE PRESENTATIONS

- Assessing pain in critically ill patients who are unable to self-report. Emily Pascola MSN, RN, CNL:

- Daily weight improvement project Becky Masters, MSN, RN, CNL:

- Identifying delirium in elective orthopedic patients. Deb Newall, MSN, RN, CNL

- Focusing on mobility decreased falls. Hikiela Williams, MSN, RN, CNL
IMMERSION EXPERIENCE PRESENTATIONS

- OB Hemorrhage management. Barb Martinez MSN, RN, CNL
- OB Hemorrhage management. Karin Montgomery, MSN, RN, CNL
- Introducing the CNL role. Val Turner CNL-student
- Quality improvement and unit assessment. Dana Madon-CNL-student
TOWARD CNL CERTIFICATION
TOWARD CNL CERTIFICATION & INTEGRATION OF THE CNL IN JAPAN
REFERENCES

THANK YOU!