

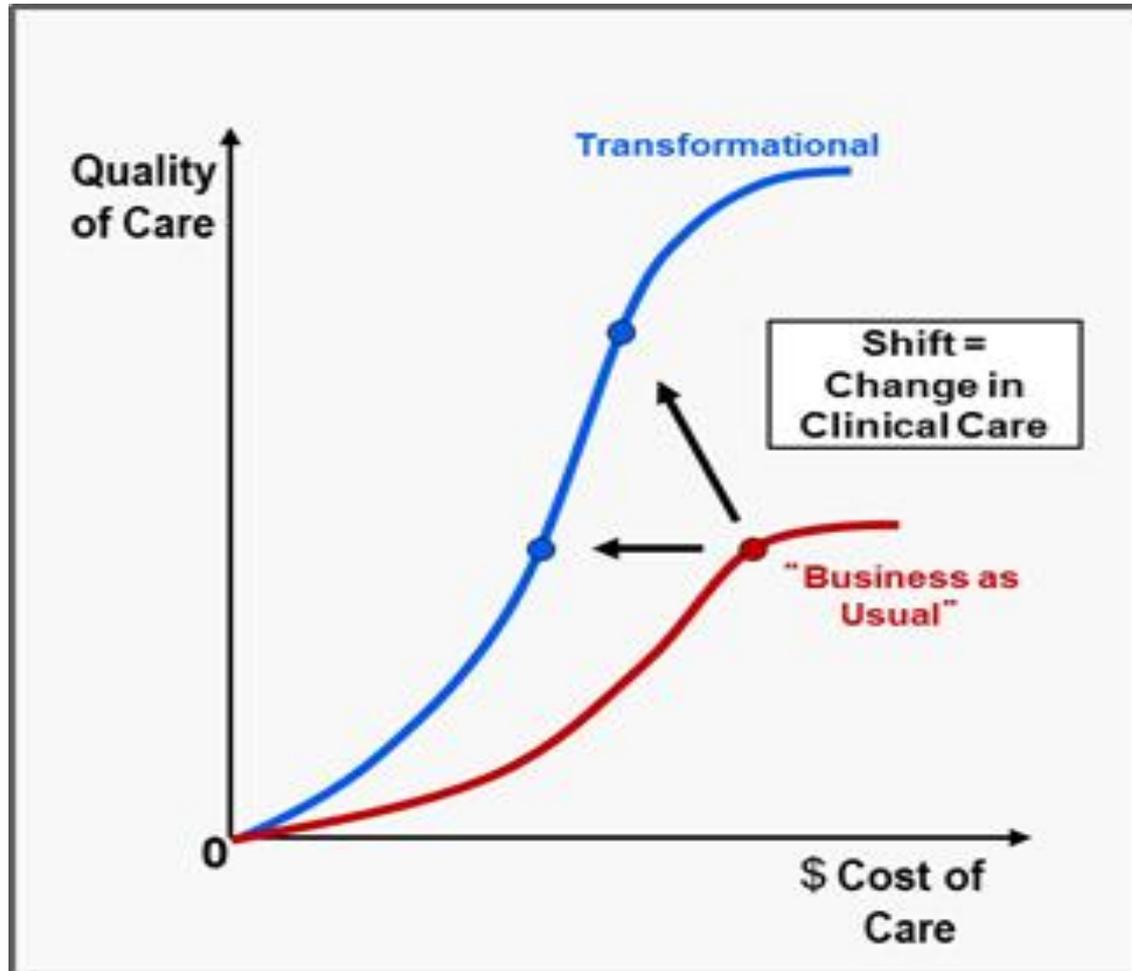
Fostering the Integration of The Clinical Nurse Leader in Japan through a multidisciplinary Clinical Immersion program in the United States

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OBJECTIVES & DISCLOSURE

- Participants will be able to discuss the importance of clinical immersion to foster the understanding of the Clinical Nurse Leader role.
 - Participants will gain insights into the development of collaborative clinical and academic partnerships to advance the CNL role in Japan.
 - **Disclosure**
 - Gordana Dermody, MSN, RN, CNL-Washington State University
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 - Shannon Lizer, PhD APN-BC-Saint Anthony College of Nursing
- The authors report that there is no conflict of interest.

TRANSFORMING HEALTHCARE DELIVERY: MAKING THE “SHIFT”



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.

TRANSFORMING HEALTHCARE DELIVERY

- 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 blue print (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



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THANK YOU!

