Appreciative Inquiry: Advancing Practice of CNLs and CNSs by Developing a Visionary Professional Practice Model

Professional Practice
2016
Appreciative Inquiry

- Define
- Discover
- Dream
- Design
- Deliver
# CNS-CNL-Educator

<table>
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<th>Scope</th>
<th>CNS</th>
<th>CNL</th>
<th>Educator</th>
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<td>Target</td>
<td>Macrosystem</td>
<td>Microsystem</td>
<td>Individual</td>
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A **Clinical Nurse Specialist** (CNS) is a Master's or Doctoral prepared Advanced Practice Nurse whose function is to improve outcomes in patient care. The CNS is an expert in clinical practice, patient education, research and consultation to influencing the three spheres of practice: patient care, nursing and systems.

A **Clinical Nurse Leader** (CNL) is a Master's prepared Nurse whose function is to improve outcomes in patient care. The CNL is an expert in clinical practice, patient education, research and influences the three spheres of practice: patient care, nursing, and micro-systems.

A **Professional Nurse Educator** is a Bachelor’s or Master’s prepared nurse whose function is to coach, mentor, lead and be a liaison for clinical nurses to achieve and maintain optimal competency that’s congruent with expected standards of practice.
Foster a healthy work environment that promotes:

- **Professional Development**
  - serve as national leadership champions through collaboration and growth
- **EBP & Research**
  - create and integrate innovative practices
- **Exemplary Practice & Outcomes**
  - promote and recognize nursing excellence
- **Teamwork & Collaboration**
  - participate in multidisciplinary committees and mentor shared governance
- **Resources & Support**
  - achieve optimal outcomes

**Vision:**
Foster a healthy work environment that promotes:

- Professional Development - serve as national leadership champions through collaboration and growth
- EBP & Research - create and integrate innovative practices
- Exemplary Practice & Outcomes – promote and recognize nursing excellence
- Teamwork & Collaboration – participate in multidisciplinary committees and mentor shared governance
- Resources & Support - achieve optimal outcomes

**Mission:**
Incorporate EBP into the professional growth and development of the WellStar Cobb Nursing team to provide safe, high quality care to achieve optimal outcomes.
Dissemination & Feedback

• System Professional Practice
  – Facility-level customization

• Local
  – Nurse Executive Team
  – Executive Team
  – Quality and Patient Safety
  – Shared Governance
  – Manager Roundtable
Case Example: Hourly Rounding
We are One WellStar!