

# Nursing Huddle in Academia

## Improving Teamwork and Communication

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### INTRODUCTION

Teamwork is an essential component of successful organizations. Productive teams communicate effectively; they involve participants in the work of the team and the organization. Consequently, members feel connected with the mission and vision and with the plans of their units or departments. In 2011 the Institute of Medicine's report, *The Future of Nursing: Leading Change Advancing Health*, recommended research on teamwork. In addition, the Institute of Healthcare Improvement suggested that Huddles are essential to teambuilding and interdisciplinary development.

In an effort to develop teams and improve communication, organizations have incorporated the huddle as a teambuilding and communication strategy. Building on the success of the business huddle model, nursing huddles were established in healthcare agencies for inpatient units as a strategy to improve patient outcomes and to facilitate nursing staff communication. A quick, 15-minute huddle conveys mission and safety and suggests inclusivity. These huddles have the potential to foster effective teams.

The huddles are being used as a strategy to build team competencies among nursing faculty teaching junior and senior baccalaureate students at a private university. The goal of the academic huddle is to convey inclusivity, improve communication, build a unified team, and improve student outcomes. Both junior and senior level coordinators joined efforts to foster effective communication and teamwork by implementing the huddle.

### OBJECTIVES

- Implement the huddle strategy to improve communication
- Foster team building activities to create a unified team
- Facilitate inclusivity among faculty members
- Improve student outcomes
- Convey University mission and vision



### COMPONENTS OF AN EFFECTIVE HUDDLE

- Facilitated by Level Coordinator
- Foster a positive and constructive exchange of information that addresses faculty concerns or issues: "No Blame"
- Meet as an informal gathering that can occur face to face or virtually
- Prompt faculty to participate in the huddle discussion: "Everyone has a voice"
- Adhere to fifteen minute time length
- Document all ideas and issues brought up by faculty
- Share information discussed at huddle with faculty who were unable to attend

### IMPLICATIONS FOR NURSING EDUCATION

- Huddles foster accurate problem solving communication that provides equal voice, shared knowledge and shared goals among undergraduate faculty
- Huddles reinforce teamwork and allows everyone to hear about issues and concerns
- Huddles strengthen faculty bonds through inclusivity
- Huddles provide the foundation for continuous improvement in teaching strategies and student outcomes



### REFERENCES

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