Title:
The Impact of Shared Governance in Supporting Nursing Practice and Nurse Empowerment

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Session Title:
Lean: Interventions to Increase Efficiency
Slot:

Keywords:
communication, empowerment and governance

References:

Abstract Summary:
This exploratory mixed study evaluates the perceived impact of shared governance on nurse empowerment and how it supports safe practices after one year of inception.

Learning Activity:

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>EXPANDED CONTENT OUTLINE</th>
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<tbody>
<tr>
<td>The learner will be able to describe areas that can be impacted by nursing shared governance.</td>
<td>A frequency table will be provided of the responses given to a list of ranked questions.</td>
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<td>The learner will be able to verbalize the importance of evaluating the effectiveness of shared governance.</td>
<td>The &quot;Discussion and Implications for Practice&quot;, &quot;Limitations&quot; and &quot;Recommendations for Future Research&quot; sections will discuss the importance of evaluating the effectiveness of shared governance in achieving its deliverables.</td>
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Abstract Text:

Abstract: Shared governance is important to nursing practice in empowering the nurse at the bedside to improve patient care, patient safety, increase nurse engagement, improve nurse retention, and improve patient and nurse satisfaction. It is important to assess the effectiveness of shared governance and its deliverables to continue improving the processes that make it effective and viable. This study presents the findings at one hospital after one year of implementation.

Aim(s): The aim of this study is to determine the effectiveness of shared governance and to provide recommendations and guidelines for improvement in order to create an effective and sustainable process.
**Background:** It is believed that Shared Governance is an important component of empowering the bedside nurse through shared decision-making.

**Method(s):** A validated written assessment tool was used to obtain eleven demographic data elements, a nine-item five-point Likert-type questionnaire, and six open-ended questions. Of the possible 73 shared governance council members, less than 40 received the survey and only 27 submitted their completed survey.

**Results:** Many of the registered nurses participating in shared governance at this hospital are bachelor’s prepared, work full-time, work the day shift, are staff nurses, have an average age of 43 years, and have worked an average of 18 years in nursing. Responses to the shared governance structure, effectiveness, improving communication, and empowering the work of the nurse have been predominantly positive.

**Conclusion(s):** This study provides preliminary evidence regarding the effectiveness of shared governance one year after inception at one hospital facility.

**Implications for nursing and nursing leadership:** Nursing leaders and staff nurses need to understand the value that shared governance can bring in supporting the work of the nurse in improving patient care, patient safety, in empowering the nurse to improve nurse satisfaction, improve nurse retention and maximize nurses’ ability to function to the fullest scope of their practice.