Skilled Communication: Nurses must be proficient in communication skills as they are in clinical skills.
True Collaboration: Nurses must be relentless in pursuing and fostering true collaboration.
Effective Decision Making: Nurses must be valued and committed partners in making policy, directing and evaluating clinical care, and leading organizational operations.
Appropriate Staffing: Staffing must ensure the effective match between patient needs and nurse competencies.
Meaningful Recognition: Nurses must be recognized and must recognize others for the value each brings to achieve the strategic goals of the organization.
Authentic Leadership: Nurse leaders must fully embrace the imperative of a healthy work environment, authentically live it, and engage others in its achievements (AACN, 2016).

References

Project Plans

• Gap analysis.
• Educating the team: concept, creation, and sustaining of a Healthy Work Environment (HWE).
• Summative data collection: Nurse feedback and perception of environment.
• Yearly assessment of the work environment via AACN’s HWE assessment survey.
• Implementation of TeamSTEPPS to foster interdisciplinary collaboration.
• Implemented Relationship Based Care Model to increase nurse work satisfaction.
• Implemented debriefings to decrease intensity of moral distress.

There is a direct link between work environment and patient safety, outcomes, and satisfaction. As a Transformational leader, if we are not addressing our work environment, we are not addressing patient safety, outcomes, and satisfaction (AACN, 2016).