Empowering the Team: An Orthopedic Project Sparks a Change

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Purpose
Creating a happy, healthy, comfortable workplace is essential to the success of an individual unit. Promoting a culture of collaboration and support can help boost productivity, increase morale, and yield an engaged team. A project is initiated on an Orthopedic unit to revitalize a team utilizing advocacy, commitment, and discovery.

Method
Making purposeful, authentic efforts to create this culture demonstrates a brand of leadership that empowers the team. This project includes key steps for the transformation:

- Publicly recognize efforts & accomplishments of staff-engagement
- Discuss improvement opportunities as lessons learned to increase awareness and communicate expectations—education initiatives
- Use reciprocal communication rather than authoritative instructions—autonomy
- Encourage peers to grow by setting an example to follow—leadership
- Personalize direction individually by making efforts to build relationships with staff—building trust
- Set expectations for communication—sustainability & accountability

Discussion
After initiating these practices, a series of events occur. Reduction in turnover improves, employee engagement scores increase, clinical ladder advancement occurs, and National Certification accomplishment expands for team members. A cascade of the steps taken help to spark the change. A collaboration within the Orthopedic team ignites the passion for excellence.

Evaluation
Application and execution of this project produces a workplace culture wherein staff feel supported by their peers, and they in turn feel obligated to reciprocate. This ongoing project continues with newly hired staff. Collaboration will continue to be persistent with nursing leadership and review of outcomes obtained. Goals achieved will be recorded for continual improvement for a healthy work environment.

References: