Evidence-Based Leadership Institute
A Model to Develop Nurse Leaders

Presented by

M. Christine Alichnie, PhD, RN

Betsy Snook, MEd, BSN, RN
CEO, PSNA & Nursing Foundation of Pennsylvania
Learning Outcomes

The learner will be able to:

1. Relate three key components in the creation of an evidence-based model.

2. Identify at least two evidence-based leadership projects that translated into healthcare reform or system changes to improve healthcare outcomes.

“Nursing associations should prepare the nursing workforce to assume leadership positions across all levels”.

Pennsylvania State Nurses Association

Vision
- Nurses shaping the future of healthcare.

Mission
- Leading, advocating, educating, and connecting with registered nurses across the Commonwealth.
Problem- or Project-Based Learning and Mentorship
Literature Support

Project Based Learning

resources

projects

also

PBL
Problem-Based Learning

Traditional Learning

- Told what we need to know
- Memorize it
- Problem assigned to illustrate how to use it

Problem Based Learning (PBL)

- Problem assigned
- Identify what we need to know
- Learn and apply it to solve the problem
Leadership Education

Outcomes and Values
Part 1: 2-Day Program & 6-Month Mentorship

- Inter-Professional Collaboration
- Finance 101
- Human Resources
- Crucial Conversations
- PBL and Outcomes
- Evidence-Based Practice Examples
- Mentorship
Part 2: One-Day Presentations – Exemplars of PBI Projects and Outcomes

- Nurse Staffing Ratios: Improving Communication Scores
- The Effects of Night Time Noise Level and Sleep Interruptions on Delirium and Length of Stay in an Intensive Care Unit
- Moral Distress (MD) in the ICU
Exemplars Continued

- Improving Nurse to Aide Communication
- Effects of Collaborating with ED for Behavioral Health Clients
- UltraZorb Versus ES Pads
- Emergency Department Sepsis Detection and Protocol
Exemplars Continued

- Hospitalized Patient Sepsis Detection and Six Hour Bundle Completion

- Reduction in the Average Length of Stay (ALOS) in the Rehab Setting in Relation to Medicare/Managed Care Admissions

- A Model Competency Framework for Evaluation of Continuing Competency of Nursing Staff
End Results

- Initiated in 2007 with first class completion in 2008. Every two year program offered.

- Three years prior to IOM recommendation.

- 125 graduates over 10 years. Average class size = 25 participants.

- Testimonials from graduates
The Institute provided me with the insight, direction, and tools to strengthen my leadership skills. The professional development that I received helped me advance from nurse manage to CNO.

James Ballinghoff
Class of 2007
CNO/Associate ED
Through the Institute, nurses establish a strong foundation and confidence in leading change. Its stimulating curriculum promotes problem solving and strategic thinking.
The Institute showed me that organizations have similar struggles in striving for best practice and outcomes. By working together, RNs can make a difference. Leadership is my new passion!

Sue Barlett
Class of 2014
Trauma PI Coordinator
Recommendations

- Survey alumni and CNOs within one year after participation.

- Survey alumni within three years after participation to garner information related to leadership career trajectory.

- Project reporting session after 6 months of mentorship should be extended to one and a half days to facilitate discussion, feedback, and participation by all.
Go raibh míle maith agat

thank you
References


