BUILDING THE HEALING ORGANIZATION:
STRATEGIES FOR SUCCESSFUL IMPLEMENTATION, CULTURAL TRANSFORMATION AND SUSTAINING HIGH VALUE OUTCOMES

SIGMA THETA TAU INTERNATIONAL
28TH INTERNATIONAL NURSING RESEARCH CONGRESS

Presented July 31, 2017
Ann Marie Leichman, MSN, RN, NEA-BC
The Valley Hospital, Ridgewood, New Jersey

Marie Shanahan, MA, BSN, RN, HN-BC
The BirchTree Center for Healthcare Transformation, Florence, Massachusetts
Introductions

Marie Shanahan, MA, BSN, RN, HN-BC
President / CEO
The BirchTree Center for Healthcare Transformation

Ann Marie Leichman, MSN, RN, NEA-BC
CNO / Senior Vice President, Patient Care Services
The Valley Hospital

The presenters have no conflict of interest to disclose
The Valley Hospital
Ridgewood, New Jersey

- 451 bed full service acute care hospital
- Highly competitive marketplace with 7 acute care hospitals within 10 miles
- Third consecutive Magnet® designation in 2013
The Valley Hospital - The BirchTree Center
A Collaborative Partnership

The BirchTree Center for Healthcare Transformation

- Nurse-owned holistic and integrative nursing education company: Florence, Massachusetts
- Focus: transforming organizational cultures - creating healing environments
The Valley Hospital - The BirchTree Center
A Collaborative Partnership

The environment at the time:

- Lack of compassionate caring presence
- High RN turnover
- Low patient satisfaction
- Quality of care issues
- Lack of staff engagement & participation in programs

Re-ignite the soul of nursing
Integrative Healing Arts Academy™

• Curriculum is based on the principles of holistic health, therapeutic presence, and person centered care

• 25-30 members per cohort
Integrative Healing Arts Academy

- Nurses develop skills:
  - self-awareness
  - self-renewal /self-care
  - presence
  - intentionality
  - stress management
  - mindfulness
  - resilience

- Use in the workplace and personally

- Reinforce the relationship between caring for self and increasing one’s capacity for excellence in nursing practice
Integrative Healing Arts Academy

- Caring for self
- Transformational Leadership
- Effective holistic communication
- Philosophy of spirituality and healing
- Mindfulness and resilience techniques
- Modern nutrition and supplementation
- Evidence based integrative modalities such as music therapy and aromatherapy
Integrative Healing Arts Academy
Unit-based Practicums

Integrative Healing Arts Academy Cohort XIV
Team Chi Presents

A Mindful Breath

Paula Buenaventura, RN, Kristine Sisco, RN,
Meliza Garrido, RN, Maryse Kloss, RN,
Michael Mutter, RPh, and Patricia Reiners, RN
What is a *Mindful Breath*?

- Conscious awareness of breathing
- Enhances openness and centeredness
- Our definition: ‘An action that catalysts an opportunity to be truly present with our patients.’

**Purpose:** To determine what impact Mindful Breathing has amongst critical care nurses on the nurse/patient experience with the aids of a visual cue (i.e. “Mindful Breath” sticker) and action (i.e. sanitizing hands) prior to entering patient’s rooms.

Bien, 2006
"Mindful Breath" Stickers on Hand Sanitizers
THE HEALING ORGANIZATION TODAY

Integrative Healing Practitioner

Holistic Birth Coordinator
National Board Certification in Holistic Nursing
Mission

Course Offerings

Foundations of Holistic Practice and Care
Essential Oils for Clinical Practice
Guided Imagery
Touch Therapy
Energy Therapy
In Registered Nurses who work in a stressful hospital environment, does a weekly 15-minute stress reduction protocol, in a Zen Den, effect perceived levels of stress?
Nursing Research

- The Effect of the Essential Oil Ginger (Zingiber officinale) on Post-operative Nausea and Vomiting
- The Use of the ‘M’ Technique in the NICU
The Effect of a Drumming Circle on Perceived Anxiety in Drumming-naïve Adults
Organizational Outcomes:

Nursing Turnover Rates

- The Valley Hospital: 7.86%
- Northeast Region: 14.20%
- National Hospitals: 17.00%
Recognized by the American Holistic Nursing Association
References

Contact Information

Ann Marie Leichman MSN, RN, NEA-BC
aleichm@valleyhealth.com

Marie Shanahan MA, BSN, RN, HN-BC
mshanahan@BirchTreeCenter.com