Concurrent Session 126

S114: The Model and the Way: Pairing the Wright Model with Education Extenders

One facility is pairing the Wright Competency Model and Education Extenders to transform a culture with Ownership, Empowerment, and Accountability.

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Key Points:

NPD Specialists may recognize the Wright Competency Model as the way to identify the most essential, meaningful competencies for staff. However, some facilities get ‘stuck’ when trying to change a culture and implement a new competency process.

Facilities can pair Education Extender committees with managers and educators to operationalize and monitor the competency process.

Leadership dashboards provide current competency data to CNOs, Directors, and Managers with a mouse click to answer the question: Who in my department is competent to do their job and who is not deemed competent?

References:
PDCA Notes page

Plan:

Identify Stakeholders, Project Owner, Content Expert, Project Sponsor, Project Leaders

Do:

4 hour Workshop, Post Workshop meetings

Check:

Monitoring progress of the Wright Model implementation, Competency Dashboard
Act:
Develop project charter and presentation for directors/leaders

Workshop goal – move from traditional practice of competency to the Wright model using education extenders

Identify competencies for the next year (or fiscal year)

Prioritize competencies / Educators develop validation methods, due dates, packets

Lessons Learned: