

Sigma's 29th International Nursing Research Congress

Aligning an Online Educational Activity With QSEN Competencies to Bridge the Leadership Practice Gap

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Nurses commonly leave a department or organization because of leadership. This adds to the nursing shortage. Nurse leaders may move into leadership with little to no experience or training in a leadership role. If nurses are not adequately equipped with a foundation in leading quality and safety in the healthcare system this could lead to frustration, turnover, and poor patient outcomes.

Module Objectives:

- Identify the critical dimensions of strategic planning.
- Compare and contrast the attributes of successful and unsuccessful strategic planning initiatives.
- Propose potential sources of evidence for assistance with strategic planning and program development decision making.
- Develop a strategic planning document that reflects the key dimensions of an organization's vision, mission, and values statements.

STRATEGY

- Research was conducted to develop a core content outline.
- QSEN and AONE competencies acted as a framework for the content outline development and then each section or module of the program was mapped to the appropriate competency.
- Content experts authored presentations and then the Sigma education team developed the content into an interactive learning program.
- Entire program was then peer-reviewed by an expert in nursing leadership, known as a Program Editor.
- This process validated the relevance of the content in current practice and alignment with competencies as the framework.
- Facilitator's Guide was developed to allow faculty to visualize the program alignment with competencies, content of program, and faculty led discussion questions and activities.
- Learner Development Plan and pre-and post-assessments were developed as part of the program to measure the learner's growth.

OUTCOMES

- Increase learning and be effective means of providing leadership training.
- Program evaluations reflect 93% of responses agreed that the courses were beneficial.
- 91% of responses said the program would help them in their practice and was an effective learning method.
- Pre/post-assessment is generated from a test bank.
- Utilization of the QSEN and AONE competencies as a framework for an online learning program related to nurse manager knowledge, skills and attitudes is beneficial and innovative in bridging the practice gap.

IMPLICATIONS

- Development of sustainable training methods for nurse leaders is imperative.
- Training offered as asynchronous learner-paced education to effectively utilize education budgets and restrictions.
- Evidence-based, peer-reviewed leadership training that bridges the practice gap is essential to creating equipped leaders.

Title:

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Keywords:

QSEN, competencies and online educational activity

References:

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Abstract Summary:

The Sigma Theta Tau International Honor Society of Nursing (Sigma) developed an online Nurse Manager Certificate Program (NMCP) that aligned the QSEN competencies and The American Organization of Nurse Executives (AONE) Nurse Manager Competencies. This process allowed for a bridge between academic program curriculum and the practice setting.

Content Outline:

- Dimensions of strategic planning
 - oClarifying the purpose of an organization
 - oFocus: goals-based vs issues-based
 - oResponsiveness to changing environments
 - oValue, mission, and vision statements
 - oStrategic planning vs. strategic thinking
 - oLooking at organizational culture
 - ♣What is organizational culture?
 - ♣Strategic orientation model
 - Utilizing the Evidence
 - oWeighting the results of conflict
 - oApplication to nursing practice
 - Aligning departmental and organizational plans Purpose statements
 - oWhy is a purpose statement needed?
 - oWhat are value statements?
 - oDefine mission, vision and goal statements and describe their purpose
 - Define SWOT analysis
 - oDescribe its purpose, use
 - oDescribe how it is relates to a gap analysis

- Strategic planning vs. strategic thinking
 - oDifferences and usage
 - oWhy are they necessary?
- Describe the meaning and importance of planning multiple years in advance
 - oHow to formulate a strategic vision and mission for your organization

First Primary Presenting Author

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Author Summary: As a staff nurse, charge nurse, manager and now director, Sarah has witnessed strategies that have given insight into useful strategies to sustain an award winning culture. Trained as a Clinical Nurse Specialist and currently serving in an administrative roles gives a unique perspective to bringing evidence to administrative techniques.

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Author Summary: Matthew Howard is a Sigma member and Director of Educational Resources at Sigma Theta Tau International. He helps provide educational content for members to take advantage of, through continuing nursing education courses, publications, and Sigma events.

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Author Summary: Dr. Madigan has home healthcare experience in practice, administration and research. She has worked in a number of US home healthcare agencies. She is a health services researcher and currently has a program of research focused on outcomes in home healthcare patients. Madigan is the CEO Designate of Sigma Theta Tau International, Honor Society of Nursing.