Clinical Leadership: A Call to Action

LEADERSHIP DEVELOPMENT FOR THE CLINICAL NURSE AT THE BEDSIDE

Excellent clinical leadership at the point of service is essential for the delivery of evidence-based quality patient care and maintenance of a healthy innovative practice environment. The Academy of Medical-Surgical Nurses (AMSN) in partnership with HealthStream has created a clinical leadership development program targeted to the clinical nurse at the bedside. This new 10 module program informs clinical nurses of the need for leadership at the bedside, identifies the dimensions of clinical leadership, and highlights the competencies of the nurse leader at the bedside. The program is designed to motivate and empower clinical nurses at the bedside to become leaders in their practice environment.

Research has shown that leadership skills promote effective communication and nurse empowerment, and serve the patient population through patient-centered communication, greater continuity of care, and collaboration among multiple disciplines.

Casey, McNamara, Fealy, & Geraghty, 2011; Dierckx de Casterle, Willemse, Verschueren, & Milisen, 2008

The Clinical Leadership Development Program places emphasis on leadership fundamentals as essential to the longevity of a nurse’s career.

IMPACT

- **Inspire Leadership Development**: Clinical nurses at the bedside are empowered to become nurse leaders.
- **Facilitate Change**: Empowered nurse leaders at the bedside influence colleagues to initiate changes that improve the delivery of patient care services.
- **Improve Outcomes**: Nurse leaders at the bedside improve work processes, reduce variations in practice and enhance patient and organizational outcomes by generating evidence-based practices.
- **Influence Healthy Practice Environments**: Nurse leaders at the bedside participate in decision making, assure collaborative practice, eliminate inefficient work processes and influence others to act.
FEATURES:
- Designed specifically to meet the learning needs of the clinical nurse at the bedside
- Curriculum developed on the best available evidence with detailed references
- Focused on content application via examples, assessment and reflection opportunities

INITIATIVES AND GOALS SUPPORTED:
- In 2008, a cooperative effort by the Robert Wood Johnson Foundation (RWJF) and the Institute of Medicine (IOM) assessed the future needs of the nursing profession. The resulting report, The Future of Nursing: Leading Change, Advancing Health (2010), recommended the development of leadership skills in all nurses at every level of practice. More recently, the passage of the Patient Protection and Affordable Care Act (PPACA) (2010) provides a unique opportunity for the nurse leader to play a role in shaping the future of healthcare in the United States.

RECOMMENDED FOR:
- Clinical Nurses at the Bedside

COURSEWARE CONTENT:
- The Power of the Nurse Leader at the Bedside
  Increase your influence on patient outcomes through clinical nurse leadership.
- Motivation at Work
  Motivate others to improve patient care.
- Healthy Practice Environments Matter
  Increase your contributions toward maintaining a healthy practice environment.
- Nurse leadership within Hospital Systems
  Learn to lead in a hospital's organizational structure.
- Foundations of Quality Care
  Quality concepts for Clinical Nurses at the Bedside.
- Core Measures and HCAHPS
  Nurses Toolkit for Quality Improvement Success.
- National Patient Safety Goals (NPSGs)
  A Cultural Change.
- Reducing Variations in Practice
  Use evidence-based practice, performance improvement, and research to improve patient outcomes.
- Critical Appraisal of Clinical Evidence
  Evaluate evidence to provide the best care.
- Cost Drivers for Nursing Services
  Influence safe staffing patterns and work redesign projects.

REFERENCES