Assignment Details: Respond to the following post using one or more of the following approaches:

Ask a probing question, substantiated with additional background information, evidence, or research.
Share an insight from having read your colleagues’ postings, synthesizing the information to provide new perspectives.
Validate an idea with your own experience and additional research.

POST:
Professional Development Objectives

Objectives

Walden Object 1. “Integratively assess, diagnose, plan, implement, and evaluate cost-effective healthcare strategies that reduce health disparities by patient/population advocacy for access to specialist nursing care” (Waldens, 2023).

Professional Objective 1 Analyze how the current processes and systems in place for caregiver onboarding, education and skills assessments/advancements correlates effects caregiver starts, caregiver turnover, and patient admissions. (Bird, 2023).

Explanation

I have been able to evaluate the current policies in place with onboarding, education, and skills assessments, and draw a conclusion of the problem that needs to be fixed. I am working through meeting this objective, and feel that my proposal/project will.

While I haven’t addressed the caregiver turnover specifically (per se), the outcome of the project would ultimately be caregiver retention. I have also provided a plan to better prepare the Maxim Healthcare Services, Charlotte team to admit more patients through focusing specifically on educational processes, skills advancements, and the novice nurse program.

Professional Objective 2: Compare (and recommended) at least three models of online educational platforms that can be made readily available to all Maxim Healthcare caregivers in the offices and in the homes, to roll out in the summer of 2024. (Bird, 2023).

Explanation

While I have not addressed this as part of my project, I have been working on this project “off the record” with members of the learning and development team as part of my professional development . Last week, I spent a great deal of time attempting to find the Visiting Nurses Association “Blueprint” platform that I had found previously. However the link on the website did not work, bringing me to another website that appeared to be more about healthcare/fitness. One article speaks to the VNAA offering courses on preparing nurses to home healthcare (Greenberg, 2020). However, the article was from 2020 and the links do not work. We are looking at several additional platforms, and have been reaching out to a variety of companies (both known and unknown) that claim to “integrate” with our own needs/systems.

The problem that we find is that the online learning modules are often hospital-based or “home health” (i.e. intermittent, hospice-based), but not private duty (PDN) with the g-tube, trach, vent skills. A few, such as Eloomi, Relias, and Care Academy have compliance training but wasn’t really appropriate for PDN home healthcare. This was a bit timely as it entailed reaching out to someone and attempting to navigate the site(s). The two that we are looking closely at remain the Lipincott and Elsivier platforms.

Professional Objective 3: “To implement specialist nursing roles to promote quality improvement of patient-centered care in accordance with professional practice standards that transform health outcomes for diverse populations. (Academics, 2023.):” Within the next year, to develop and pilot a new educational vertical line/position(s): Nurse Educator to increase caregiver retention, patient admissions and outcomes. (Bird, 2023).

Explanation

While I am unable to complete this objective during this project, I am working on projects towards presenting it. I continue gathering and calculating data, knowing full well that in order for me to obtain buy-in from Area/Regional leadership, I need to show them (in a tangible way), what the company is losing (and how they can be more profitable) by making this change. My vision is to pilot this in North Carolina, with the intention of evaluating if and how it is successful and then rolling out to other markets.

Summary of a Nurse Leader

Prior to my experiences on this project, I thought of leadership as what we say (as leaders), the way we say it, and the way we react in any and all circumstances. However, early on with this project, I had a light-bulb moment. I realized that being an Executive Nurse Leader is more than just attitude, completing tasks, and attending committee meetings. Being a leader is about recognizing areas in need of improvement, conducting research (both data and educational-best practice) and being a change agent that can communicate the need to change in the most effective way for the sake of all stakeholders including the patients, payer sources, and company and those who work for it form all capacities. Gandolfi and Stone (2018) wrote, “How a leader chooses to behave, or in more academic terminology how a leader accesses repertoire of styles, impacts the various stakeholders profoundly” (p. 265). What I say, how I say it, and what I do will contribute to determining my success(es) as a leader, or my failure(s).
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