SHARED LEADERSHIP
Creating a Space for TRUTH to Empower, Engage, and Strengthen Relationships

NICU PRACTICE COUNCIL

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"We suffer more often in imagination than reality." - Lucius Seneca
Speak your truth...

DISCLOSURES

I have nothing to disclose.

OBJECTIVE

Learn and apply a SHARED LEADERSHIP (Unit Practice Council) structure and a process that would help empower the frontline staff members to take responsibility and ownership of their practice.
THE PROCESS

Assessment → Planning → Recommendation

THE PURPOSE

The NICU Practice Council was developed to represent the unit-based aspect of the shared governance model in healthcare. The frontline staff members are empowered to identify barriers to clinical practice, improve processes and/or workflow by partnering with the leadership team to help remove identified barriers and facilitate resources.

THE FRAMEWORK

- **Clinical Practice**: Focus on research, clinical practice, evidence-based practice and quality measures.
- **Operations & Safety**: Focus on facility operations that range from equipment/supply needs to environmental safety including infection prevention.
- **People and Patient Experience**: Focus on the patient experience and employee engagement.
LEARNING BOARD
“THE SPACE FOR TRUTH”

THE IMPACT

- Employee engagement and satisfaction: feeling empowered, voices are heard, and improved job satisfaction as reflected on our NDNQI and Caregiver Surveys.

- Multiple projects and process improvements were initiated, implemented, and accomplished.

- Transparency and visibility of current initiatives and metrics (goals) with data.

- Increased learning board ideas reviewed and completed every month.

- Parent advisor participation in the UPC was initiated.
NEXT STEPS

- Charter development
- Identify committee leaders (volunteer) and members
- Goal setting
- Discuss recommendations
- Action Planning
- Presentation to the entire team: Kick-off Meeting!!!

INSPIRE! MOTIVATE! EMPOWER

...and the TRUTH will set you free....