

## Creating Healthy Work Environments 2019

### Bridging the Gap Between Employee Engagement and Implementing Evidence-Based Practice at the Bedside

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#### Introduction:

Nurse engagement correlates to patient safety, quality of patient care, and patient outcomes. Nurse engagement within the organization is critical, and should be the focus of hospital leadership to increase quality of patient care. Through the development of supportive organizational programs such as a Conference Assistance Scholarship Program, bedside nurses are empowered to be leaders on their unit in disseminating the latest evidence based practice (EBP) obtained at their specialty conference.

#### Purpose:

The purpose of this presentation is to demonstrate how one facility created and implemented a conference assistance program, engaged staff, and brought EBP to the bedside.

#### Implementation

With the help of designated organization foundation funds, a proposal for a conference assistance scholarship program was created and presented to clinic and hospital leadership.

The proposal of the program consisted of the purpose of the program, details such as dollar amount awarded, travel time to the conference, and education time at the conference. Other details outlined in the proposal included the application requirements, dates of the application period, the review committee, completion project, and financial logistics.

The application form was developed to determine level of engagement on professional development, servant hood, and excellence. A scoring rubric was developed to evaluate the application form. Content validity of the application form and the rubric was assessed by a panel of nursing professional development (NPD) specialists and a nurse scientist. Reliability of the rubric was measured by interrater reliability. A review process of the application and the rubric is repeated after every application cycle with the NPD team.

As a result of conference attendance scholarship program, nurses can apply to the program twice per year, with a commitment to complete an EBP/QI project on their unit or present at a Nursing Grand Round within 1 year of attending the conference of their choice.

#### Conclusion:

Through the development of supportive organizational programs such as a Conference Assistance Scholarship Program, bedside nurses are empowered to be leaders on their unit in disseminating the latest evidence based practice (EBP) obtained at their specialty conference. This presentation will demonstrate how one facility created and implemented a conference assistance program, engaged staff, and brought EBP to the bedside.

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**Title:**

Bridging the Gap Between Employee Engagement and Implementing Evidence-Based Practice at the Bedside

**Keywords:**

Engagement, Evidence Based Practices and Professional Development

**References:**

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**Abstract Summary:**

Evidence shows that direct care nurses are less engaged in their work. Engagement correlates to level of care given and patient outcomes. For patients to receive the best care possible, nursing leadership need to find ways to engage bedside nurses.

**Content Outline:**

Introduction:

- Evidence shows that direct care nurses are less engaged in their work.
- Engagement correlates to level of care given and patient outcomes.

Body

- The Evidence
  - Current evidence shows that direct patient care nurses have low engagement scores.
  - Nurse engagement scores positively correlate to the level of patient care given and patient outcomes
- Program development
  - Proposal for a conference assistance scholarship
  - Funding source
  - Application form was developed to determine level of engagement
  - A scoring rubric was developed to evaluate the application form.
  - Content validity of the application form and the rubric was assessed by a panel of nursing professional development (NPD) specialists and a nurse scientist.
  - Reliability of the rubric was measured by interrater reliability.
- Outcome
  - implementation of EBP by nurses attending conferences

- Nursing grand round presentation
- Unit In-services on EBP

## Conclusion

- Through the development of supportive organizational programs such as a Conference Assistance Scholarship Program, bedside nurses are empowered to be leaders on their unit in disseminating the latest evidence based practice (EBP) obtained at their specialty conference.

First Primary Presenting Author

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**Professional Experience:** ♦ Clinical excellence and emphasis on quality/continuous improvement ♦ Competency Management using multiple methods ♦ Professional Role Development ♦ Curriculum Design, Development and Evaluation ♦ Principles of Teaching and Adult Learning ♦ ANCC Provider Nurse Planner for Continuing Nursing Education ♦ Project Management ♦ Advancing EBP in healthcare ♦ LEAN and Quality Improvement in Healthcare

**Author Summary:** A top performing and dedicated Healthcare Leader extensive background in professional development; evidence synthesis on clinical interventions; use of QI models to develop evidence-based solutions that improve healthcare outcomes; clinical education for inter-professional teams; and developing structure and processes that support the program. Dedicated to accomplishing organizational goals through building successful relationship and teams