

Appreciative Inquiry: Advancing Practice of CNLs and CNSs by Developing a Visionary Professional Practice Model

Professional Practice

2016

WellStar Nursing Excellence



WellStar Cobb

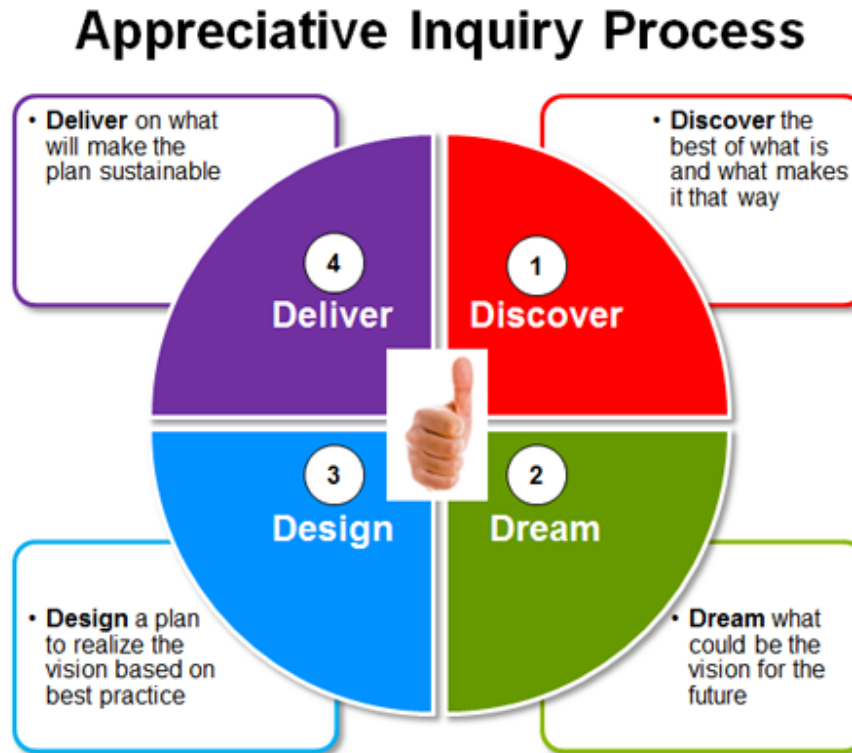


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Appreciative Inquiry

- Define
- Discover
- Dream
- Design
- Deliver



CNS-CNL-Educator

	CNS	CNL	Educator
Scope	Macrosystem	Microsystem	Individual
Target	Service Line/Specialty	Unit-based/Population Cohorts	Specialty-specific at clinical nurse level
Example	Acute Care- Med/Surg	Oncology	Oncology/Surgical/ Ortho/Vascular

A **Clinical Nurse Specialist (CNS)** is a **Master's** or **Doctoral** prepared **Advanced Practice Nurse** whose function is to **improve outcomes** in patient care. The CNS is an expert in clinical practice, patient education, research and **consultation to influencing** the **three spheres of practice**: patient care, nursing and **systems**.

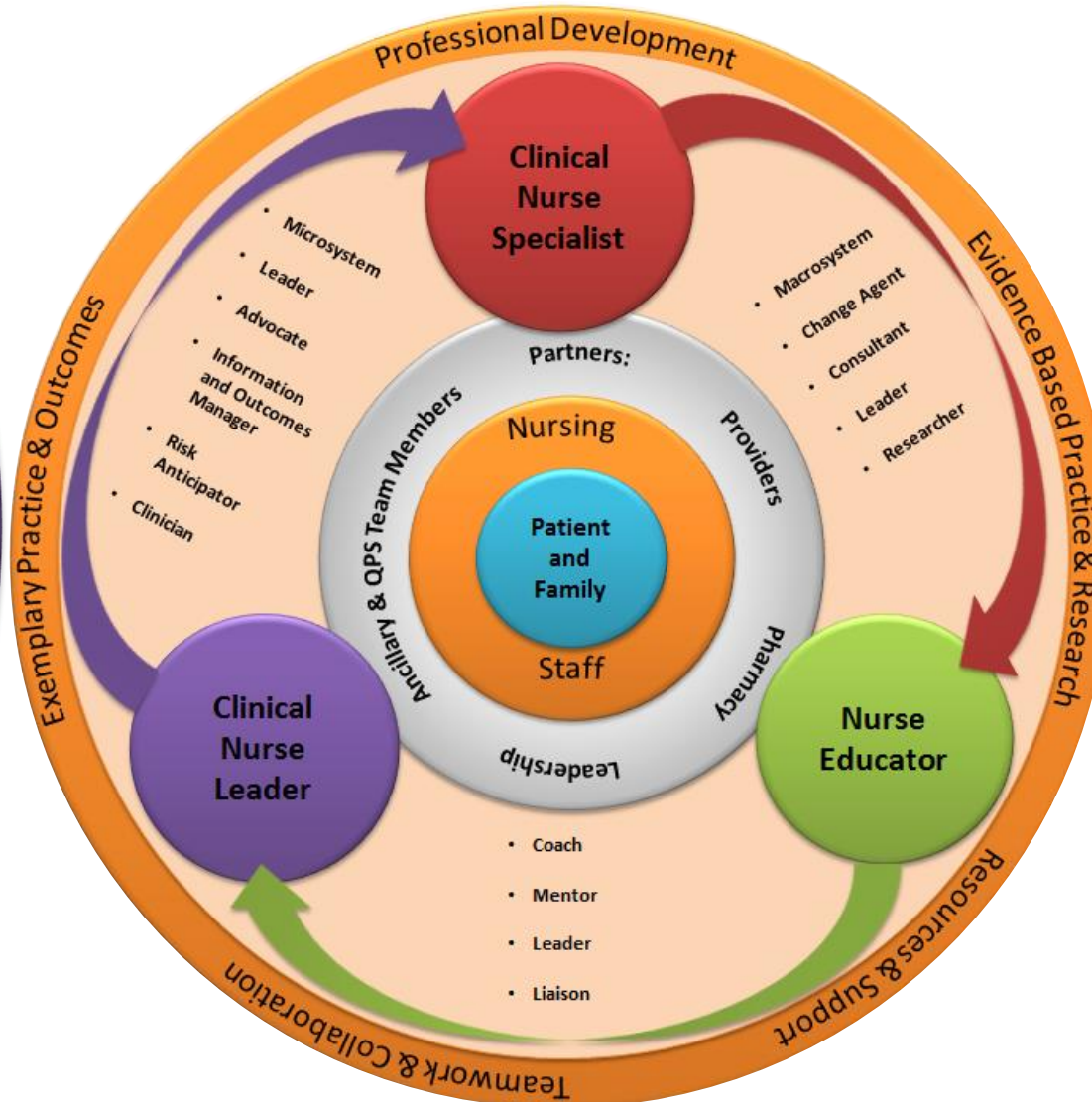
A **Clinical Nurse Leader (CNL)** is a **Master's** prepared Nurse whose function is to **improve outcomes** in patient care. The CNL is an expert in clinical practice, patient education, research and **influences** the **three spheres of practice**: patient care, nursing, and **micro-systems**.

A **Professional Nurse Educator** is a **Bachelor's** or **Master's** prepared nurse whose function is to **coach, mentor, lead** and be a **liaison for clinical nurses** to achieve and maintain optimal competency that's congruent with expected standards of practice.

WellStar Cobb Department of Professional Practice

Mission:

Incorporate EBP into the professional growth and development of the WellStar Cobb Nursing team to provide safe, high quality care to achieve optimal outcomes.



Vision:

Foster a healthy work environment that promotes:

- Professional Development - serve as national leadership champions through collaboration and growth
- EBP & Research - create and integrate innovative practices
- Exemplary Practice & Outcomes - promote and recognize nursing excellence
- Teamwork & Collaboration - participate in multidisciplinary committees and mentor shared governance
- Resources & Support - achieve optimal outcomes

Dissemination & Feedback

- System Professional Practice
 - Facility-level customization
- Local
 - Nurse Executive Team
 - Executive Team
 - Quality and Patient Safety
 - Shared Governance
 - Manager Roundtable

Case Example: Hourly Rounding



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