
**Embedding What It Means to Be An IU
Health Nurse through Professional
Development: Case Studies in Application**

**LEADER
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Indiana University Health

Your Presenters for Today



- Belinda Frazee, manager of clinical operations Riley PICU RN, BSN, CCRN



- Laura Alter, manager clinical operations 8e RN,BSN



- George Fields, Project Manager – Education IU Health Learning Institute



Learning Objectives:

- Enable the IU Health leader to present and explain the initiation of our developmental pathway program to the clinical nurse
- Demonstrate how to use the developmental pathways website
- Gain tips on how to facilitate meaningful conversations via various case scenarios



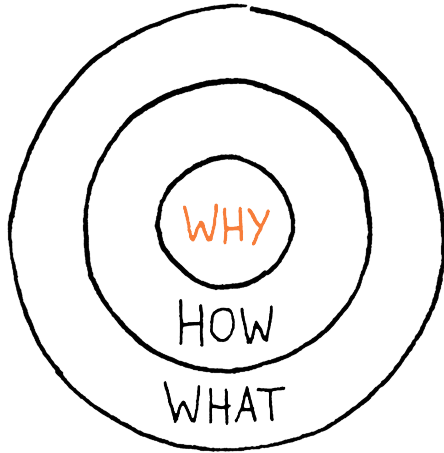
Recognition for Support

Thank YOU for helping us get started!

- Laura Alter
- Natalie Calow
- Belinda Frazee
- Lynn Lawson
- Angela Maffett
- Deann Martin
- Therese Rosenberger
- Natalie Zipper



Remembering our “Why”



As nurses, we care deeply about our profession and the people who turn to IU Health for their care.

At IU Health, we care deeply about creating an environment where our team members are personally valued, professionally invested and inspired by our patients and colleagues.



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What It Means to be an IU Health Nurse

- Defining and aligning around shared, consistent attributes supports
 - Shared identity
 - Sense of belonging
 - Shared behavioral expectations
 - Sense of ownership and pride
- Common attributes across IU Health creates foundation for recruiting and retaining elite talent

- Our nurses said.... An IU Health clinical nurse
 - possesses **clinical expertise**
 - **embraces learning**
 - has a **spirit of inquiry**
 - is **professionally engaged**
 - fosters **relationships**

Attributes
of an IU
Health
nurse



Professional Development Framework

Education & Pathways

Ensure various opportunities for and access to professional development that advances learning of nurses at various experiential levels. These formal and informal opportunities assist nurses in acquiring skills and knowledge to advance professional development plan.

Individualized Personal Development Plan

The foundation for growth through self-assessment, reflection & goal setting. The personal development plan is owned by the individual nurse, is a living document, and aligns strengths and passions to short and long-term goals.

Education & Pathways

Mentorship

Individual
Development
Plan

Self
Assessment

Professional
Development
Conversations

Mentorship

Mentorship involves a mentor who is an advisor, leader and role model guiding the mentee along the journey of professional development and learning. This relationship is trusting, supportive and relationship-centered, built on foundational goals and milestones for the IU Health nurse.

Professional Development Conversations

Professional development conversations help establish and match goals and strengths to opportunities within the system. The conversation is a structured and individualized discussion to facilitate personal development and support the progression of the individualized personal development plan.



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Professional Development SBAR

Situation: The 2016 Employee Engagement survey revealed that nurses at IU Health desired the organization to be more robustly invested in their professional growth.

Background: A group was formed to design an IU Health professional development model. They identified the attributes a clinical nurse at IU Health should possess and based on those attributes they formulated a plan to help nurses grow professionally.

Assessment: The committee sought to develop a professional development that encompassed all nurses. The new framework is a more comprehensive and inclusive plan that will better support nurses who are interested in research, education or leadership as well as clinical nursing.

Recommendations: We should strive to create an environment that shows our team members they are personally valued and professionally supported. We will do this by identifying your strengths, assisting in choosing a development pathway, and help to create an individualized development plan in order to achieve your professional nursing goals. As managers our role is to provide you with the support you need to accomplish your goals.



Checklist



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Professional Development and Nurse Attribute Checklist

Introduction: Our Commitment to You

We heard your voice in the employee engagement survey that you desire a structured approach to career development and opportunities to learn and grow. At IU Health, we are committed to creating an environment where nurses feel personally valued, professionally invested and inspired by the work, our patients and their colleagues. An important component of this commitment includes intentional professional development and growth opportunities that will advance learning of nurses at various experiential levels.

Manager Responsibilities

- | | |
|---|---|
| ✓ Review background & purpose of professional development | ✓ Review Resources & FAQ questions on website |
| ✓ Website –demonstration and review http://nursing.iuhealthlearning.org/index.html | ✓ Discuss yearly professional development conversation with manager to review IDP during birthday month |
| ✓ Review nurse attributes on website | ✓ Review additional resources |
| ✓ Review professional pathways | ✓ Address any questions |
| ✓ Discuss StrengthsFinder 2.0 assessment, book, and expectations | |
| ✓ Review IDP (Individual Development Plan) template and sample plan | |

Team Member/Registered Nurse Responsibilities

- | | |
|---|---|
| ✓ Begin to explore website and review available resources | ✓ Set up annual meeting with manager during birthday month to review IDP |
| ✓ Complete strengths assessment – StrengthsFinder 2.0 and share strengths with manager | ✓ Bring IDP: (Individual Development Plan) to meeting and review with manager |
| ✓ Begin to identify professional goals and learning needs and document on IDP (Individual Development Plan) | ✓ Explore new opportunities to grow! |

Signatures of completion

RN
Signature _____ Date _____

Manager
Signature _____ Date _____

Click to download checklist



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HOME ABOUT DEVELOPMENT RESOURCES CONTACT

At IU Health, we are committed to creating an environment where nurses feel personally valued, professionally invested and inspired by the work, our patients and their colleagues. An important component of this commitment includes intentional professional development and growth opportunities that will advance learning of nurses at various experiential levels.

We heard your voice in the employee engagement survey that you desire a structured approach to career development and opportunities to learn and grow.

The engagement feedback aligns with the ANA Standards of Nursing Practice which includes a commitment to lifelong learning through self-reflection and inquiry for learning and personal growth. This program provides you the tools and resources to meet your professional obligation and grow your career at IU Health.

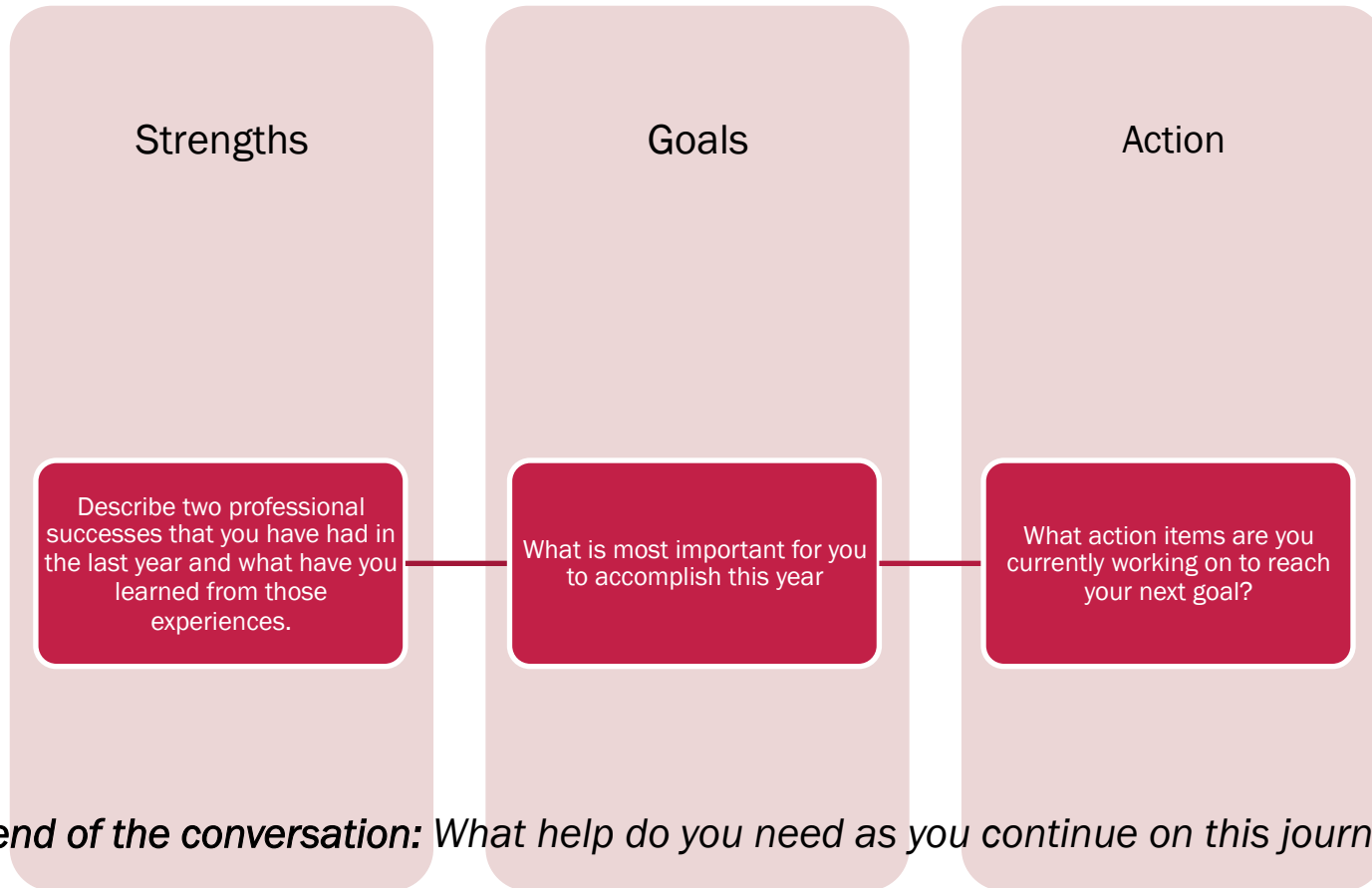


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Developing: The Professional Development Conversation

When: During the Birthday Month of the Clinical Nurse

Prior to the conversation: Please reflect on your strengths and your professional journey. What have you learned about yourself over the past year?



At the end of the conversation: What help do you need as you continue on this journey?



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Tips for Leader Discussion

1. Introducing with a positive perspective
2. Offering this opportunity to develop self – learn and grow their career at IU Health
3. Presenting this as something they “**get to do**”
 - Eliminating this as a “got to do”
 - Providing career development opportunities
 - Providing opportunities to learn and grow at this organization.
 - Coaching on professional development
4. Opportunity as a leader to support and develop your relationship with your team



Case Scenarios- New RN

- **Point of Focus-** Capturing RN's strengths
 - Help Identify short term goals
 - Guide Vision for future interests
 - Help Identify patient population of interest



Case Scenarios- RN near retirement

- **Point of Focus-** Capturing their Accomplishments
 - Maintaining their strengths
 - Mentoring
 - How they want to leave their professional legacy



Case Scenarios- RN Advancing their degree

- **Point of Focus-** Transferring knowledge and skill gained from education to current bedside role
 - Helping them to identify next steps with education
 - Utilizing knowledge to impact patient outcomes and patient care



Case Scenarios- Nurse with Life Changes

- **Point of Focus-** Embracing and supporting harmony with their work and personal lives
 - Guide their practice to support their development and continued impact during work hours
 - Expanding their vision to include the future.. Outside of here and now.



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Questions



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