

N449 CLINICAL OBJECTIVES 2020

N449, Leadership and Management in Nursing, is designed to prepare senior nursing students with the skills needed to work effectively in an entry level career position. Additionally, students are challenged to develop an understanding of the skills needed to transition into a strong nurse leader and to contribute to the overall success of an organization in the provision of quality health care.

Each student is required to shadow a nurse leader and be able to describe, through a journal entry, examples outlined in the following three objectives:

1. Describe the professional environment that reflects one or more of the following:
 - a. Quality of Nursing Leadership
 - b. Organizational Structure
 - c. Management Style
 - d. Personnel Policies & Programs
 - e. Professional Models of Care
 - f. Quality of Care
 - g. Quality Improvement
 - h. Consultation & Resources
 - i. Autonomy
 - j. Community & Health Care Organization
 - k. Nurses as Teachers
 - l. Image of Nursing
 - m. Interdisciplinary Relationships
 - n. Professional Development

2. Using one or more of the following questions, the student will describe specific steps taken by the preceptor to develop the skills necessary to be successful in their leadership role.
 - a. Describe the leadership role within the unit. What was the leadership style you observed? Provide evidence to support your observations.
 - b. Total number of people supervised and their job role (RN, LPN, PCT) and how do you delegate?
 - c. What are your biggest obstacles in the leadership role?
 - d. Describe your management training? As a new graduate, what advice would you have from me regarding management?
 - e. What do you see as the greatest challenge for professional nursing?
 - f. What strategies are used to retain nurses?
 - g. Can you share a problem specific to your unit and the process for addressing the problem?
 - h. Have you ever been involved in a disciplinary plan where you had to provide feedback/constructive criticism to an employee? Describe the situation.

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- i. Have you encountered an employee or peer that is a marginal employee? How was that handled?
 - j. What is the decision making process for this unit and what role do you have in that process?

3. After visiting the Joint Commission website below, discuss with your management preceptor how at least three of the goals most impact the nursing care on that unit or hospital area. Describe in your reflective journal one or more of the goals that you see evidence of in the area you are doing your synthesis hours on. How does this goal (or goals) keep patients safe?
The Joint Commission National Patient Safety Goals can be found at:
<https://www.jointcommission.org/standards/national-patient-safety-goals/>

Below is the 2019 National Patient Safety Goals presentation. This short presentation will walk you through the background of NPSGs and each of the goals.

<https://www.jointcommission.org/standards/national-patient-safety-goals/-/media/97301ad03e9448ad957229f636eb2f6b.ashx>