

Orientation Guide



New Nurse Manager Orientation Guide

Nadine M. Aktan



New Nurse Manager Orientation Guide:

The Nurse Manager's Guide to Innovative Staffing, Third Edition Jennifer Mensik Kennedy, Brienne Sandow, 2024-06-20
This book provides a comprehensive overview of staffing from budgeting to scheduling daily staff adjustments and data analytics. It serves as a wonderful resource for both practical approaches and innovation in nurse staffing. Marla J Weston PhD RN FAAN CEO Weston Consulting LLC Past CEO American Nurses Association. This remarkable book sets the standard for leading practices with staffing and scheduling. Karlene M Kerfoot PhD RN FAAN Chief Nursing Officer Symplr. These two authors have developed an amazing book that will fulfill two major purposes: an orientation guide for new nurse managers and a refresher for experienced nurse managers as they ponder the staffing implications of a new model of care. Rhonda Anderson DNSc h MPA RN FAAN LFACHE FACHT Consultant Surveyor Global Healthcare Accreditation. The safe staffing crisis now facing the nursing profession is further amplified by the nurse shortage and continuing fallout from the COVID 19 pandemic. There are no easy answers but there are resources that can help. In this book, readers will find: Detailed staffing plan, policy, and delivery model examples; Turnkey calculation worksheets for full-time equivalencies, FTEs, PTO, and productive vs nonproductive time; Sound strategies for introducing new processes and technology; Real-world staffing experiences from frontline managers; Staffing and scheduling plans optimized for rural and critical access hospitals. **TABLE OF CONTENTS** Part 1 Understanding Staffing Chapter 1 Nursing Fundamentals for Staffing Chapter 2 The Current State of Staffing Part 2 Researching Operating Safe Staffing Principles and Practices Chapter 3 Start with Understanding Your Unit's Care Delivery Model Chapter 4 Maximize the Capacity and Capabilities of Your RN Workforce Chapter 5 Empower All Disciplines to Practice to Their Full Scope Chapter 6 Recognizing, Manage and Minimize Your Variability Chapter 7 Target Technology That Improves Staffing and Outcomes Chapter 8 Pulling Your Data Together Part 3 Staffing Tools and Models Chapter 9 Innovative Care Delivery Models Chapter 10 Outside the Hospital Walls Chapter 11 Examples of Staffing Plans, Policies, and Committees Epilogue

The Nurse Manager's Survival Guide, 4th Edition Tina M. Marrelli, 2017-10-16 Nurses are already nurse managers. They must manage patient caseloads and care plans as well as supervise aides, technicians, and other care providers. But moving from this type of organic management to a defined nurse manager role is not a natural progression. Nurse managers must command a vast, diverse, and robust skill set, and those skills must first be defined, explained, and operationalized for success. In an environment that offers new managers little support, where do they turn? The Nurse Manager's Survival Guide 4th Ed provides an overview of a nurse manager's major roles and responsibilities, all the fundamentals needed for success in one easy-to-use, consolidated practical reference. From tips on building the right team to budgeting basics, time management tools, and advice on taking care of one's self and their team, author Tina Marrelli supplies the resources nurse managers need to excel in day-to-day operations.

Fast Facts for the Clinical Nurse Manager, Second Edition Barbara Fry, Barbara F. Fry, 2015-11-18 Clinical nurse managers face myriad challenges including

administrative clinical and interpersonal issues This concise practical resource offers wise guidance for nurses working in this complex fast paced role Addressing common complaints and anxieties it offers quick access to insights proven strategies and tools for effectively coping with such situations as institutional change a multigenerational and multicultural workforce resistance to change and toxic behaviors Fully updated and revised the second edition provides sound advice addressing the changing dynamics in health care that have amplified the challenges of clinical nurse management It offers strategies for boosting staff morale during times of fear and anxiety explains how to reclaim professional practice and focus on quality of care advocates for nurses at senior levels and discusses how to maintain one s identity in an interdisciplinary setting Designed to assist clinical nurse managers at all levels in developing new and effective ways of leading in a rapidly changing health care environment this resource helps foster a better quality of work life and professional practice It features concise chapters and bulleted information for quick access and at a glance Fast Facts in a Nutshell boxes Also included are helpful tools and worksheets for managing a variety of challenges along with the Top 10 Fast Facts for Thriving in a Changing Workplace New to the Second Edition Completely updated and revised New chapter Who Stole the Art of Nursing New content on fostering and nurturing therapeutic relationships More information on rewards and recognition to keep staff motivated Key Features Presents timely content ready to be applied in a professional setting Presents information in an easy to access format with concise chapters bulleted lists and Fast Facts in a Nutshell boxes Advocates a back to basics approach to clinical care Packed with current useful and accessible information that fits in a pocket Written by a noted author keynote speaker and facilitator highly experienced in helping nurses in leadership roles *The Nurse Manager's Survival Guide* T. M. Marrelli, 1997 A clear concise hands on guide to useful practical tips and techniques to ease the transition from staff nurse to staff manager The book includes stress generated by the reorganizing and restructuring occurring in healthcare facilities and examines major healthcare issues as well as concerns related to managed care 6 illus **Johns Hopkins Nursing**

Professional Practice Model: Strategies to Advance Nursing Excellence Deborah Dang, Judith Rohde, Jeanette Suflita, 2017-03-27 Do you have a work culture that fosters collaboration stimulates innovation and empowers nurses to achieve success in exceptional ways In Johns Hopkins Nursing Professional Practice Model Strategies to Advance Nursing Excellence authors Deborah Dang Judith Rohde and Jeannette Suflita present a model proven to inspire professional nurses to deliver exceptional care delivery and outcomes Whether you re a bedside nurse or an executive you ll learn how to adapt the Johns Hopkins Nursing Professional Practice Model to your work setting Packed with exemplars self assessment guides planning tools and lessons learned this manual guides you in creating and sustaining an environment where professional nursing practices flourish Learn practical strategies to Empower front line nurses and encourage interprofessional collaboration Build and implement programs that promote adaptation ownership and accountability Establish practice and leadership standards Structure organizations to foster leadership and advance nursing excellence With a focus on

achievement caring empowerment and influence Johns Hopkins Nursing Professional Practice Model can help reshape the future of nursing

Fast Facts for the New Nurse Practitioner, Second Edition Nadine M. Aktan, 2015-03-09 What type of degree do I need to become a nurse practitioner How do I choose the right clinical preceptor How can I best prepare for my first year of practice Written for those considering NP practice current NP students and newly certified NPs alike this quick easy to use manual covers everything there is to know about transitioning into the NP role its rewards and its challenges This second edition includes several new chapters covering electronic health records the impact of health care reform promoting the NP role and choosing a doctoral program All of the original chapters have been revised or expanded with updated key points tables and vignettes supplying cutting edge knowledge and skills to help new NPs excel The only resource of its kind this book guides the reader through the entire process of becoming an NP from the initial decision to the selection of the right educational program to licensure It discusses the contractual relationship with institutions and related health providers along with legal and administrative issues Currently practicing NPs offer words of wisdom on how to survive the first year of practice and stories from the author and her colleagues provide an intimate look at everyday realities Organized for easy access to information and filled with humor the book features learning objectives quizzes checklists to facilitate decision making and other helpful tools Fast Facts in a Nutshell boxes highlight need to know information and useful tips and resource lists provide information on scholarships certification professional organizations and networking New to the Second Edition The dos and don'ts of electronic health records Surviving health care reform today and tomorrow Marketing the NP role to the nursing profession employers and the public The terminal degree in nursing PhD EdD or DNP Revised and expanded information in all chapters Updated key points vignettes and tables Nadine M Aktan PhD RN FNP BC received her bachelor's master's and doctoral degrees in nursing from Rutgers University College of Nursing and Graduate School in New Brunswick and Newark New Jersey She is currently chairperson and associate professor at William Paterson University in Wayne New Jersey teaching future nurses and nurse practitioners She also practices as a family nurse practitioner at the Immedicenter an urgent care family practice with locations in Clifton Bloomfield and Totowa New Jersey and as a maternal child community health nurse for Valley Home Care in Paramus New Jersey

Nurse Manager Engagement Mackoff, 2010-03-19 Nurse Manager Engagement Strategies for Excellence and Commitment is based on the groundbreaking and highly regarded national Nurse Engagement Study project funded by The Robert Wood Johnson Foundation The book builds upon the key ideas in the study by including examples from Dr Mackoff's conversations and key teaching points from her work with several hundred nurse managers in the three years following this innovative study Nurse Manager Engagement offers a groundbreaking approach one that distinguishes it from other nurse management books by a focus on building a model of the solution rather than a description of the problem It focuses on the crucial role of the nurse manager in engaging staff nurses and building a pipeline for future nurse leadership

Nursing Education Challenges in

the 21st Century Leana E. Callara, Leana R. Callara, 2008 Nursing education is facing a massive set of obstacles as the fields of medicine continues to progress at warp speed at the same time hospitals do not have enough doctors and depend more on nurses than anytime before The result is overworked nurses running to keep it with the fields in which they must work This book presents some analyses of nursing education at a critical juncture in the field **Kelly Vana's Nursing Leadership and Management** Patricia Kelly Vana, Janice Tazbir, 2021-03-30 Nursing Leadership Management Fourth Edition provides a comprehensive look at the knowledge and skills required to lead and manage at every level of nursing emphasizing the crucial role nurses play in patient safety and the delivery of quality health care Presented in three units readers are introduced to a conceptual framework that highlights nursing leadership and management responsibilities for patient centered care delivery to the patient to the community to the agency and to the self This valuable new edition Includes new and up to date information from national and state health care and nursing organizations as well as new chapters on the historical context of nursing leadership and management and the organization of patient care in high reliability health care organizations Explores each of the six Quality and Safety in Nursing QSEN competencies Patient Centered Care Teamwork and Collaboration Evidence based Practice EBP Quality Improvement QI Safety and Informatics Provides review questions for all chapters to help students prepare for course exams and NCLEX state board exams Features contributions from experts in the field with perspectives from bedside nurses faculty directors of nursing nursing historians physicians lawyers psychologists and more Nursing Leadership Management Fourth Edition provides a strong foundation for evidence based high quality health care for undergraduate nursing students working nurses managers educators and clinical specialists

Introduction to Management and Leadership for Nurse Managers Russell C. Swansburg, Richard J. Swansburg, 2002 Leadership Management Finance

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