



LEADERSHIP AT THE BEDSIDE

PRESENTED BY :

AMY MAYA BSN RN

TAMMIE RUBEL BSN RN



Decrease lateral violence by increasing Emotional Intelligence

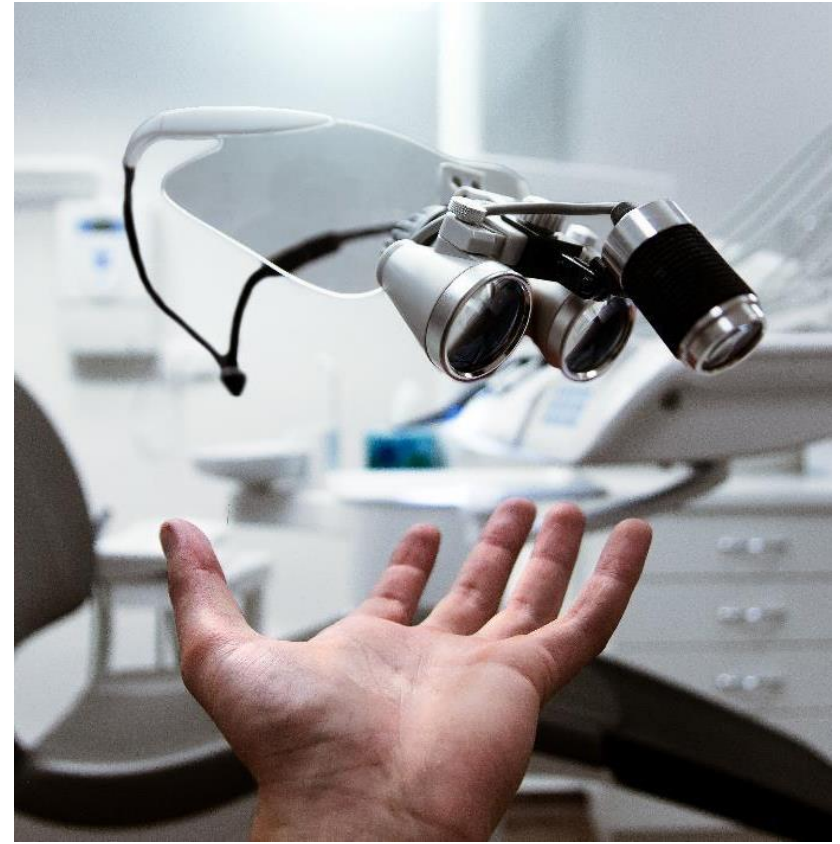


Build a strong foundation for Shared Governance



Role model expected behavior as a Leader and Mentor

OBJECTIVES.



SHARED GOVERNANCE

LEADING FROM THE BEDSIDE

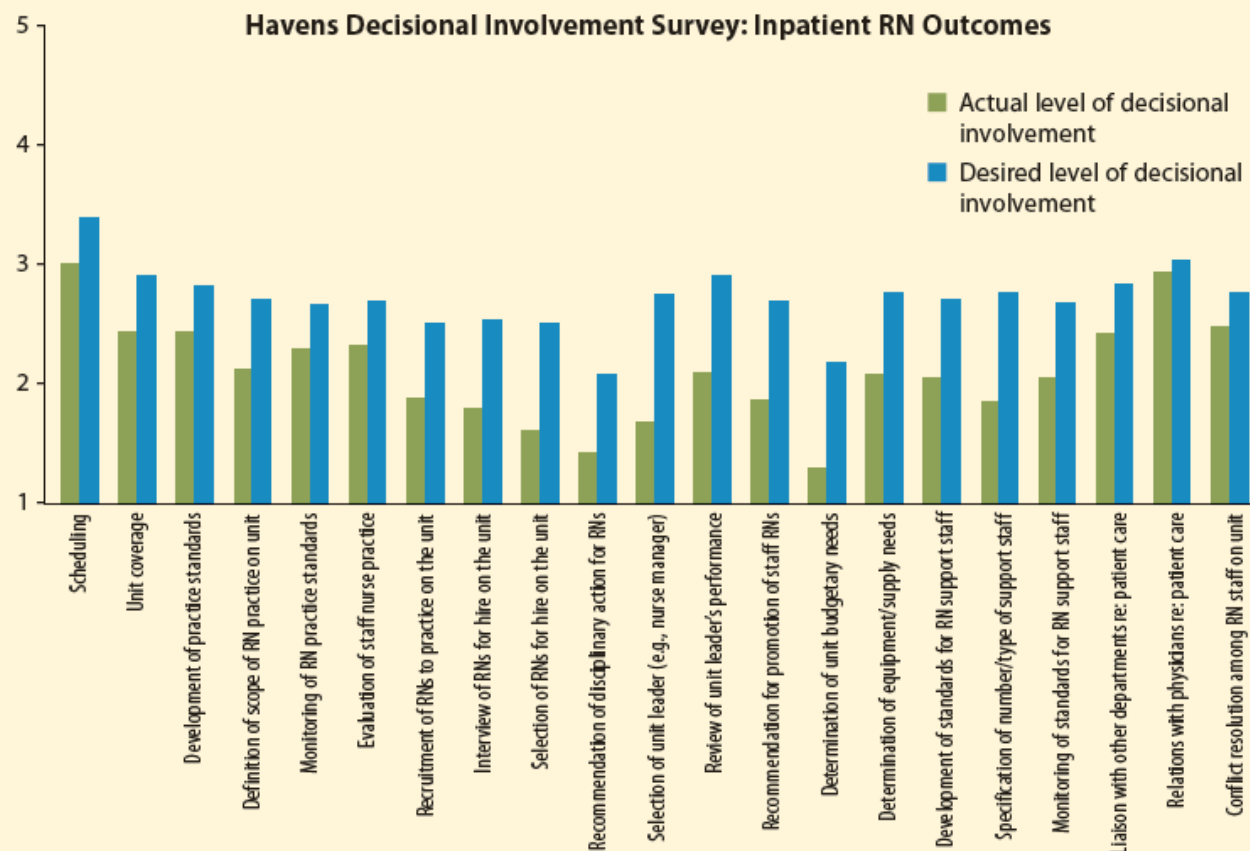
Decisional Involvement Survey

Decisional involvement survey

The Decisional Involvement Scale evaluates staff nurses' perceived *actual* level of decisional involvement—how much involvement they seek vs. how much they have—in decisions made on their unit. The gap between the two helps leaders pinpoint prime areas to target change.

After setting up a strong framework for a unit-based council (UBC), organizations can conduct a survey based on this scale, and use survey results to pinpoint areas where staff identify the greatest need for authority and change. The graph below shows results from the survey administered at the Universi-

ty of Colorado Hospital in 2013. For our unit, these areas were unit leadership selection and RN practice standards. One of the first issues our UBC addressed was hiring new leaders, by serving as the staff interview panel for all unit leadership positions.



Decisional Involvement Survey administered September 2013; n=424, 35% response rate

Scale: 1=Admin/mgmt only; 2=Primarily admin/mgmt w/some staff RN input; 3=Equally shared by admin/mgmt & staff RNs; 4=Primarily staff RNs w/some admin/mgmt input; 5=Staff RNs only



Situation:
Issues
Ideas
Interventions

Background: Policies
Past Practice

SBAR

Assessment:
What is the
problem?
What is really
happening?

Recommendation:
How do we fix it?
What is my role?



SBAR



ANIMAL GAME



There are no right or wrong personality types.

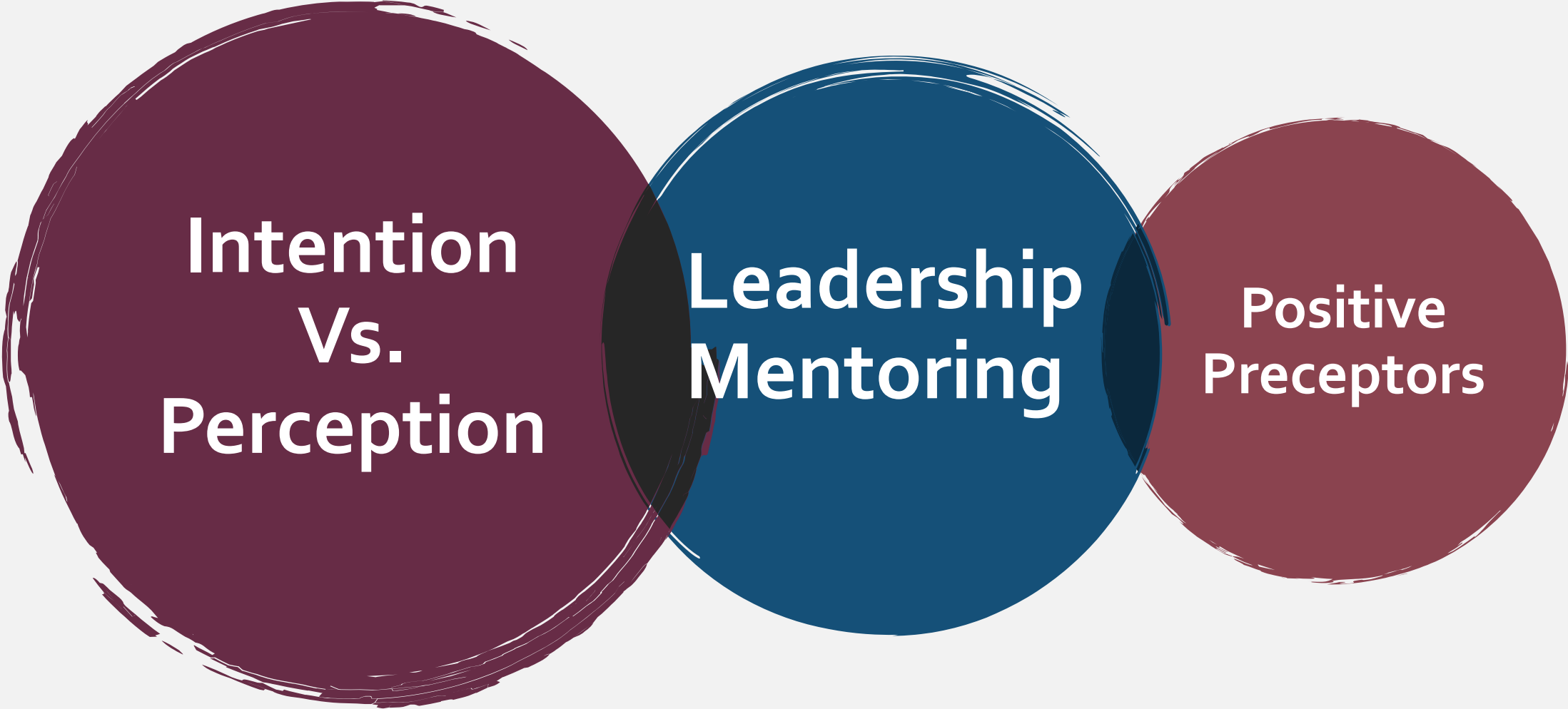


Each identifies valuable human behaviors.



Each has its own potential strengths, as well as opportunities for improvement

Understanding personality traits and styles can help us understand the needs and reactions of others.



**Intention
Vs.
Perception**

**Leadership
Mentoring**

**Positive
Preceptors**

Intention Vs. Perception

- Per Stanford (2017) Intention versus Perception is a coaching technique to test the way leaders believe they come across versus how they are perceived by their staff. The easiest way to gather data is for the leader to simply ask the folks around them to describe their attitude and behaviors over the last month or two.

Five Coaching Strategies



Get to know your staff on a personal level and maximize their strengths.



Let staff know how they fit into the work of the organization.



Don't overlook poor performance.



Reward good performance and let staff know that their performance matters.



Teach, Develop and Train

The Effects of Emotional Intelligence :



LIMITS WORKPLACE
TURNOVER



INCREASES SOCIAL
COMPETENCE



IMPROVES
INTERPERSONAL
COMPETENCIES



IMPROVES THE
QUALITY OF HEALTH
CARE DELIVERY



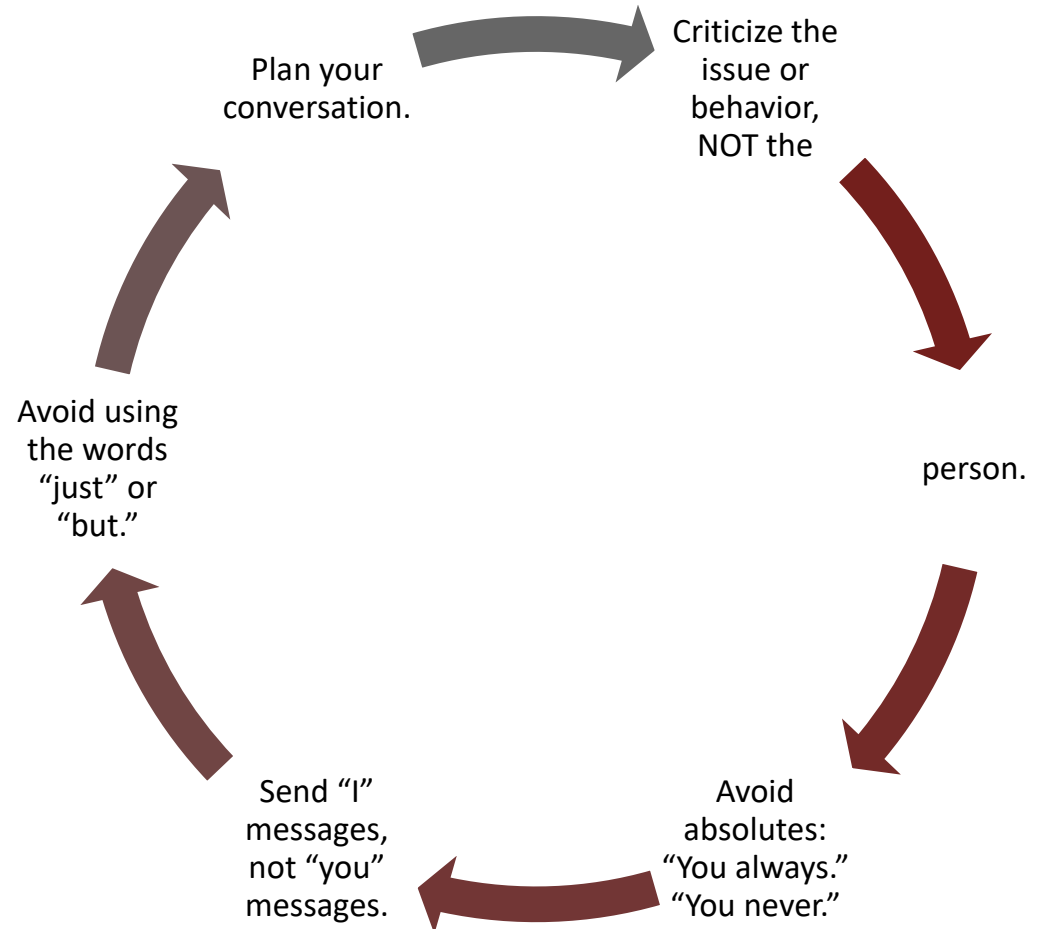
ENHANCES
PATIENT/CLIENT
SATISFACTION

Being a leader has many challenges, but when others see how calmly you manage yourself, aggressive coworkers, and tense situations, they will be inspired. (Slagle, 2016)

LATERAL VIOLANCE



Positive Preceptorship



T
R
U
S
T

Focus on the positive

Really listen

Show interest in preceptee

Do not compromise confidentiality

Disagree constructively

Be honest

Research Demonstrates ...

Conflict intensifies when ignored.



Women tend to favor peaceful co-existence in the workplace and do not engage in confrontation.



Men can argue, call each other idiots (and mean it!) and then go have a drink together.

**THANK YOU
AMY & TAMMIE**



References

- Michigan Health & Hospital Association 2019 <https://www.mha.org/Contact-MHA>
- Sherman, R., O., (2013) 5 Strategies to more effectively coach nursing staff ... Retrieved from August 31, 2017 www.emergingleader.com/5-strategies-to-more-effectively-coach
- Slagle, T., (2016) Practicing emotional intelligence may help reduce lateral violence Retrieved from April 12, 2019, <https://woundcareadvisor.com/practicing-emotional-intelligence-may-help-reduce-lateral-violence/>
- Stanford, J., Stanford, J., Martirosian, J., Dantzler, A. J., Training Industry Logo Emblem Avatar Default Training Industry Avatar, & Emergent Performance Solutions. (2017, May 16). Intention versus Perception: The Dangerous Gap. Retrieved April 12, 2019, from <https://trainingindustry.com/articles/leadership/intention-versus-perception-the-dangerous-gap/>