Carry Your Candle...and Light the Way

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Transformational Leadership Support Charge Nurse Symposium Neuroscience/Spine and Inpatient Rehabilitation Units

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Symposium Outline

Evidence was used to identify competencies and develop a mechanism soliciting key input from charge nurses. Content was structured to align with the St. Cloud Hospital Nursing Professional Practice Model: The Compass. The theme for the symposium was to Carry your Candle…and Light The Way to successful leadership within the Neuroscience/Spine/Rehabilitation Care Center.

Charge Nurse Symposium Outline

• Empowering Charge Nurses as Leaders
  • Open Dialogue Principles
  • Elements for Culture of Engagement
  • Components of Teamwork
  • Crucial Conversation Expectations
• Charge Nurse Responsibilities
  • Code Situation Roles
• Expectations of the Charge Nurse Role within the PPM
  • Nursing Care Delivery
  • Exemplary Professional Practice
  • Shared Governance
• Nursing Informatics
  • Hours per patient day (HPPD) principles and methodology
  • Correlation of HPPD and Budget

Symposium

<table>
<thead>
<tr>
<th>Symposium Rating</th>
<th>Participant Comments</th>
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<td>4.44 out of a 5 point scale</td>
<td>Participant feedback related to incorporating the concepts into their practice is as follows: Focus on being an effective mentor and role model; Utilize the coaching and mentoring document; Change the conflict conversation and my approach to the situation; Improve the communication, especially crucial conversations</td>
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Symposium Principles

1. Commit to Excellence
2. Measure the Important Things
3. Build a Culture Around Service
4. Create and Develop Leaders
5. Focus on Employee and Patient Satisfaction
6. Build Individual Accountability
7. Align Behaviors with Goals and Values
8. Communicate at All Levels
9. Recognize and Reward Success
10. Never Underestimate the Difference You Make

Literature Review

• There has been limited literature identifying the charge nurse’s perspective of what is key to preparing the charge nurse for their role as leaders in providing safe quality care
• While the definition of the charge nurse’s roles and responsibilities may vary across facilities, charge nurses are instrumental in influencing staff to achieve superior clinical outcomes
• Nursing Directors are accountable for staff development, yet there is inadequate literature to guide the structure of formal charge nurse leadership education
• With current resource limitations, investment in the development of charge nurse leaders is essential and critical

Eggenberger states that there are eight emerging themes that charge nurses recognize that are part of their role. They include the following:
*Creating a Safety Net*  
*Monitoring Quality*
*Showing the Way/Lead by Example*  
*Managing the Flow*
*Completing the Puzzles/Coordination of Care*  
*Making a Difference*
*Enhancing Patient Satisfaction*  
*Putting out Fires*

References