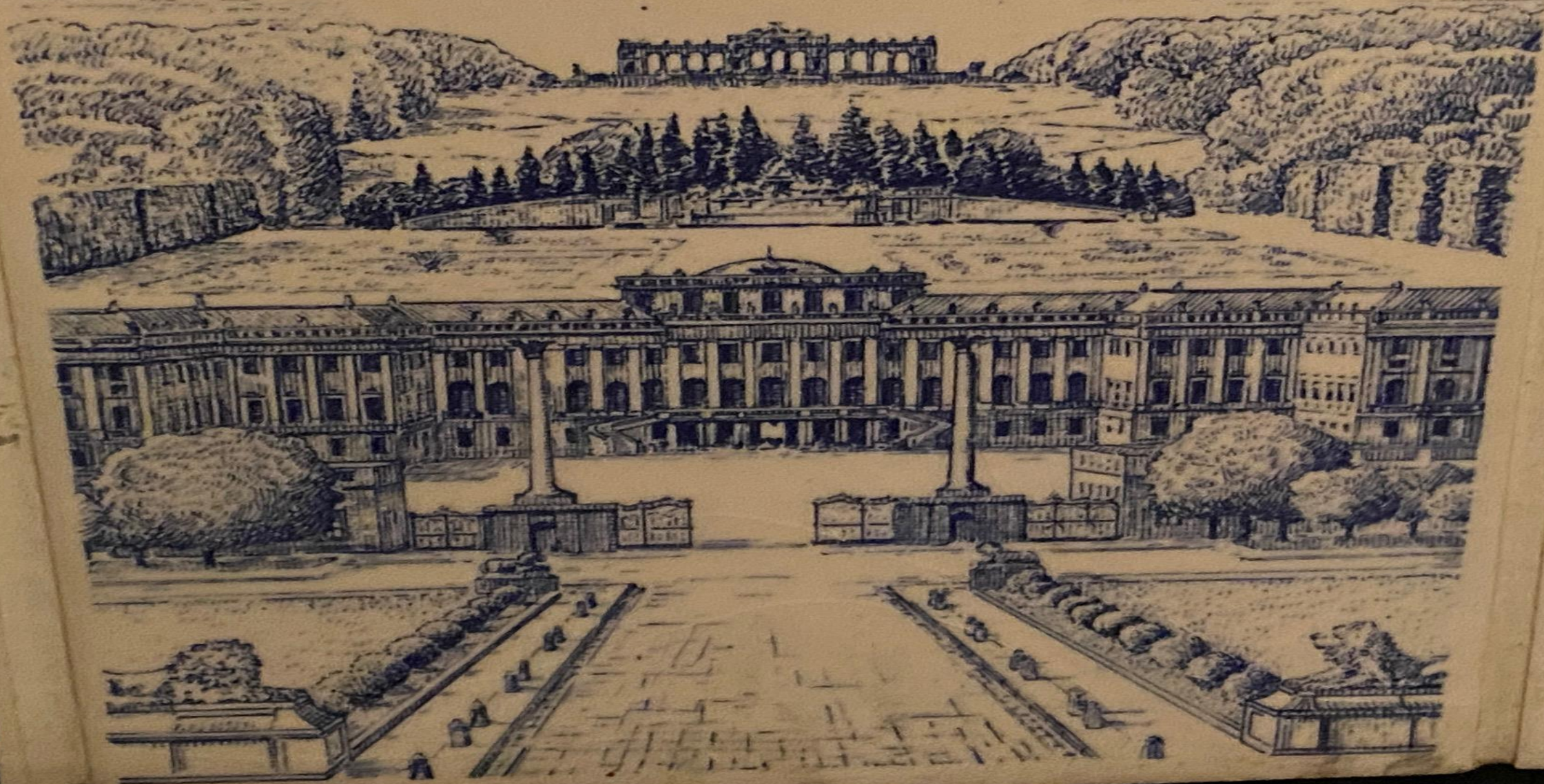


A young nurse with dark hair tied back, wearing a dark blue top, is smiling and supporting an elderly woman with short grey hair. The elderly woman is wearing a light blue cardigan over a white top and is seated in a blue wheelchair. They are both smiling warmly at the camera. In the background, two other healthcare workers in blue scrubs are working at a desk in a bright, clinical setting.

Front Line Leadership: Nurse management
education on leading care teams

Schloß Schönbrunn Wien



VIENNA AVSTRIA



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This article provides practical tools for the nursing staff as managers in elderly care.

Learning Objectives

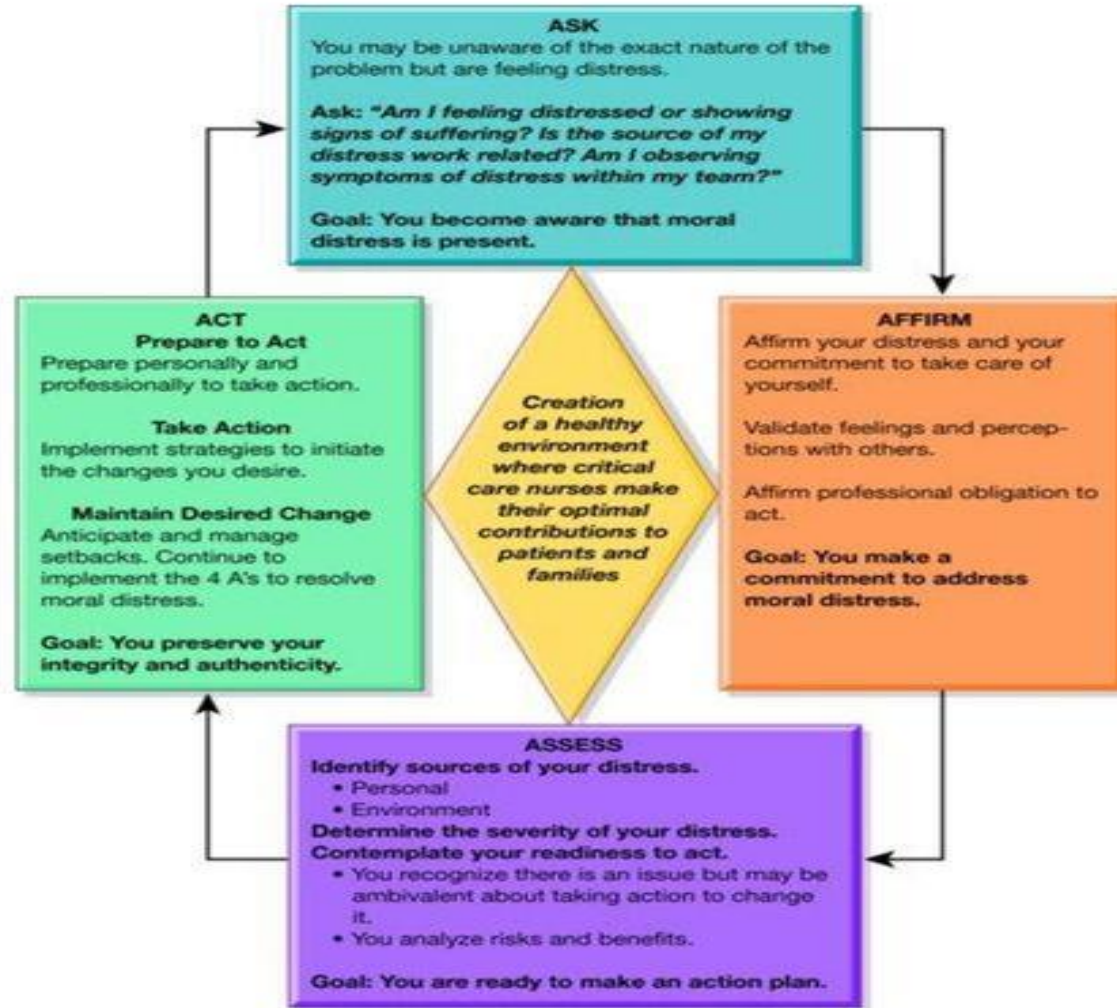
Using current and leading adult education practices with an emphasis on participant interaction and engagement, the aim is to support the professional development of staff to managerial level.

Everything You Need to Know

About Long-Term
Care Nursing



Rise Above Moral Distress



FOR THE LOVE OF NURSES

5 ways to beat the burnout



EAT WELL AND SLEEP WELL

Energize with healthy foods and a good night's sleep. Your patients will thank you.



ADDRESS YOUR STRESS

Nurses face difficult health situations, and sometimes even death, on a daily basis. Talk to someone you can confide in. Process your emotions, and then leave the workday at work.



SCHEDULE ME TIME

Always putting others first can take a toll. Learn how to say no and balance commitments. It is important to find time in the day to focus on your own wellbeing. Prioritize your mental health and find time to relax.



GIVE YOURSELF A PAT ON THE BACK

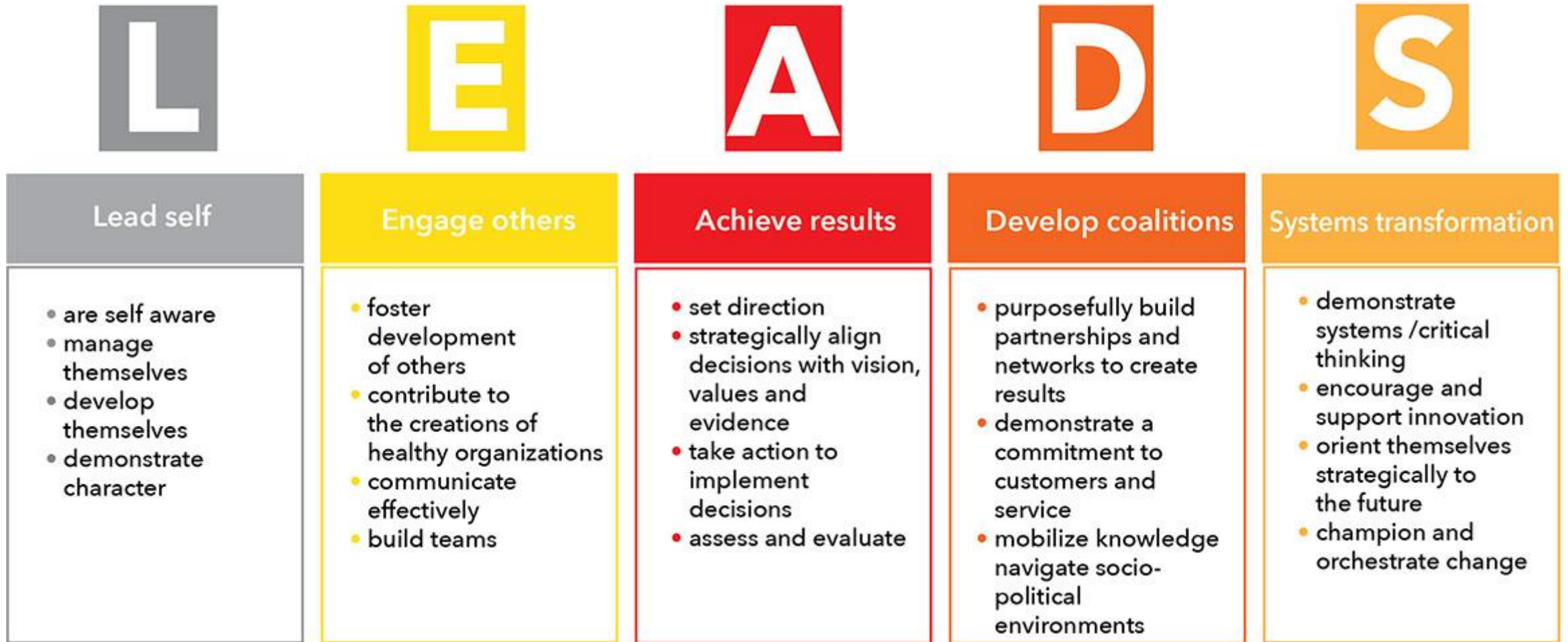
Sometimes just making it through a long shift is an accomplishment in itself. Reward yourself with a hobby or favorite snack.



PROTECT YOUR PASSION

Remember why you wanted to be a nurse in the first place. Protect that feeling, and try to incorporate it in daily situation.

Figure 1. The LEADS framework



Sustain nursing leadership in long-term care



Five Essential Competencies for Nurse Leaders

Nurse leaders in executive positions need key skills to improve patient care and effectively manage their organizations.



Communication and relationship management



Knowledge of the health care environment



Business and financial management skills



Leadership and visionary thinking



Professionalism, ethics and advocacy

S

Situation:

I am (name), (X) nurse on ward (X)

I am calling about (patient X). I am calling because ...

I am concerned that ...

(eg blood pressure is low/high, pulse is XX, temperature is XX, Early Warning Score is XX)

B

Background:

Patient (X) was admitted on (XX date) with ... (eg MI/chest infection)

They have had (X operation/procedure/investigation)

Patient (X)'s condition has changed in the last (XX mins)

Their last set of observations were (XX)

Patient (X)'s normal condition is ... (eg alert/drowsy/confused, pain free)

A

Assessment:

I think the problem is (XXX)

And I have ...

(eg given O₂/analgesia, stopped the infusion)

OR

I am not sure what the problem is but patient (X) is deteriorating

OR

I don't know what is wrong but I am worried

R

Recommendation:

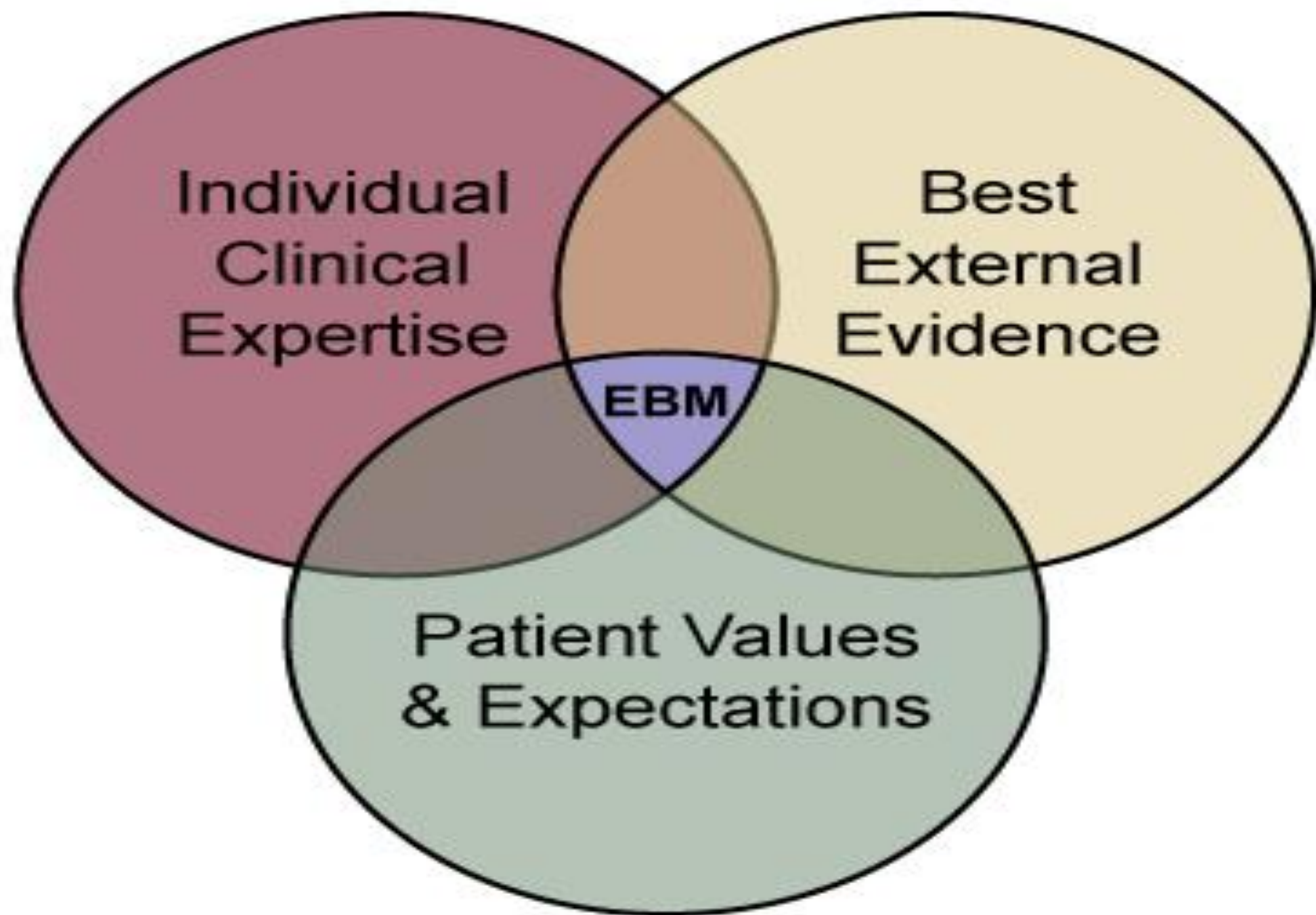
I need you to ...

Come to see the patient in the next (XX mins)

AND

Is there anything I need to do in the meantime?

(eg stop the fluid/repeat the observations)



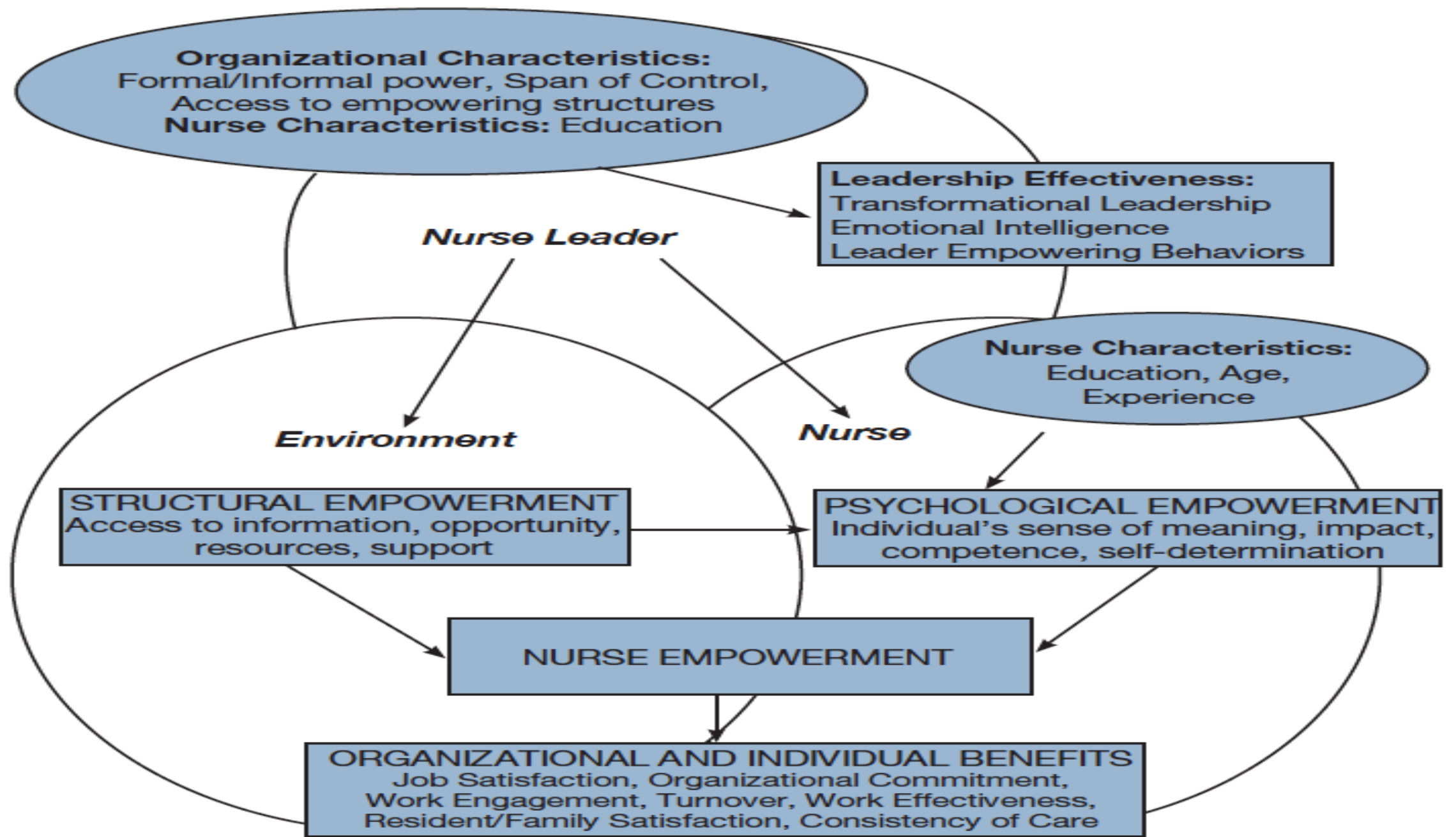


Figure 1. The chart shows factors that influence nurses' capacity for empowerment.

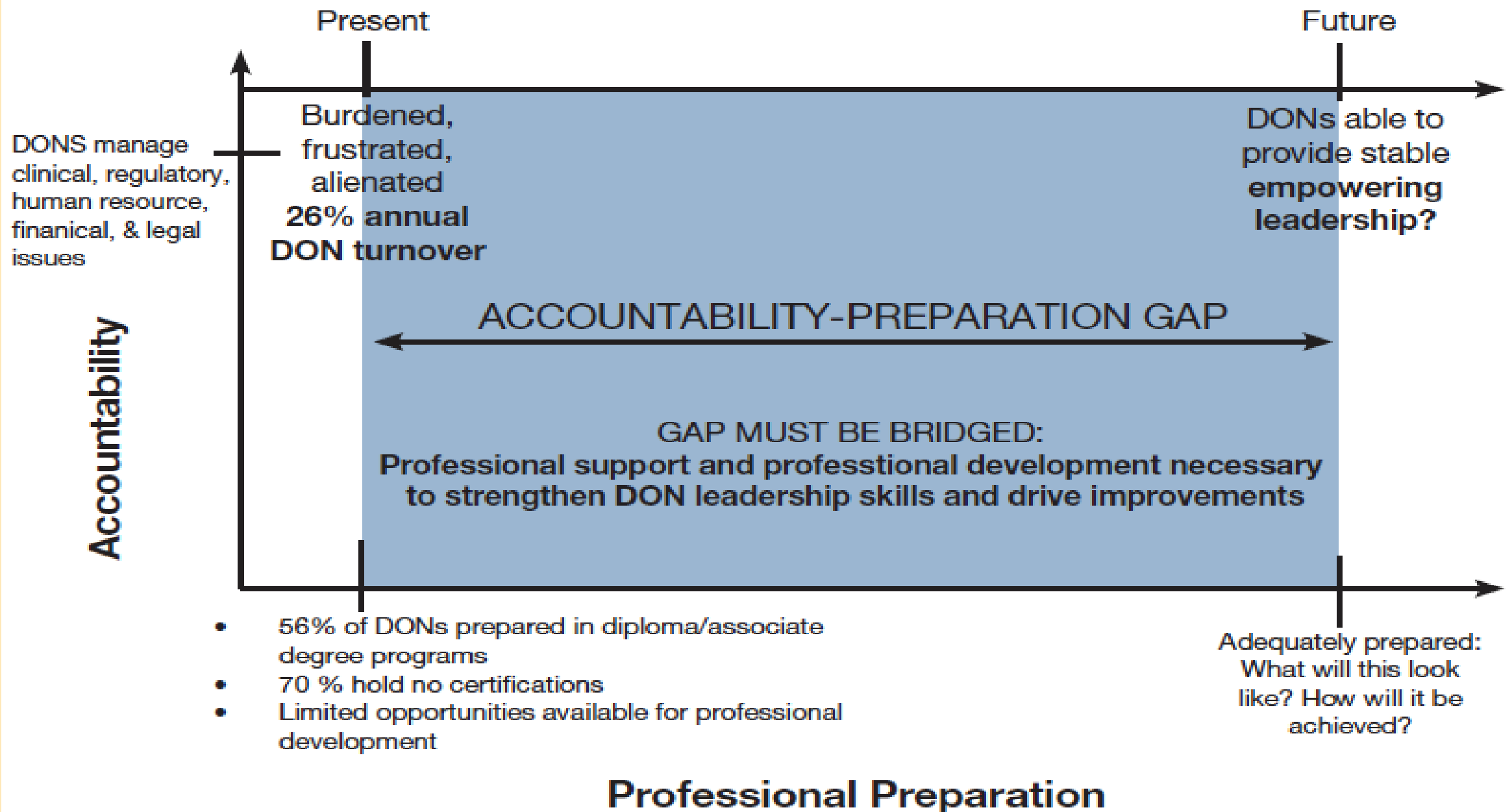


Figure 2. The figure illustrates the DON accountability-preparation gap.

Table. Key Findings and Strategies to Enhance the Role of the Director of Nursing (DON)

Key Findings

Strengthening DON leadership is essential to improve nursing home outcomes but requires investment from researchers, industry leaders, and educators.

Empowering nursing home nurses is likely to contribute to improved nurse and patient outcomes.

DONs are responsible for providing empowering leadership but struggle to do so because their level of accountability grossly outweighs their professional preparation.

Strategies to Enhance DON Role

Academic and industry partners must investigate barriers to DON leadership effectiveness and develop education and practice-based methods for addressing these barriers.

Senior leaders within long-term care organizations must provide DONs with professional development opportunities to strengthen their leadership skills.

Senior leaders and administrator colleagues must support DONs to help them feel more empowered and able to balance the demands with which they are faced daily.

1

- Recruit LTC facilities and key nurses within each facility to advocate for the study (*HALT Champions*)

2

- HALT Champions will identify residents on antipsychotics and to ask residents and their families for permission for research staff to contact them

3

- Once permission is provided, the research team will contact the resident's GP for agreement to participate in the deprescribing protocol

4

- An academic nurse expert in BPSD management in long-term care facilities will train champions in management of BPSD and in training techniques for other staff in BPSD management with an emphasis on non-pharmacological and PCC methods

5

- An academic GP will provide guidance and recommendations according to agreed protocols for GPs on how to deprescribe antipsychotics

6

- HALT pharmacists will establish individualised deprescribing protocols for each participant based on current type and dose of antipsychotic being taken. They will also liaise with community pharmacists who supply medicines to each LTC facility to ensure procedures run smoothly

7

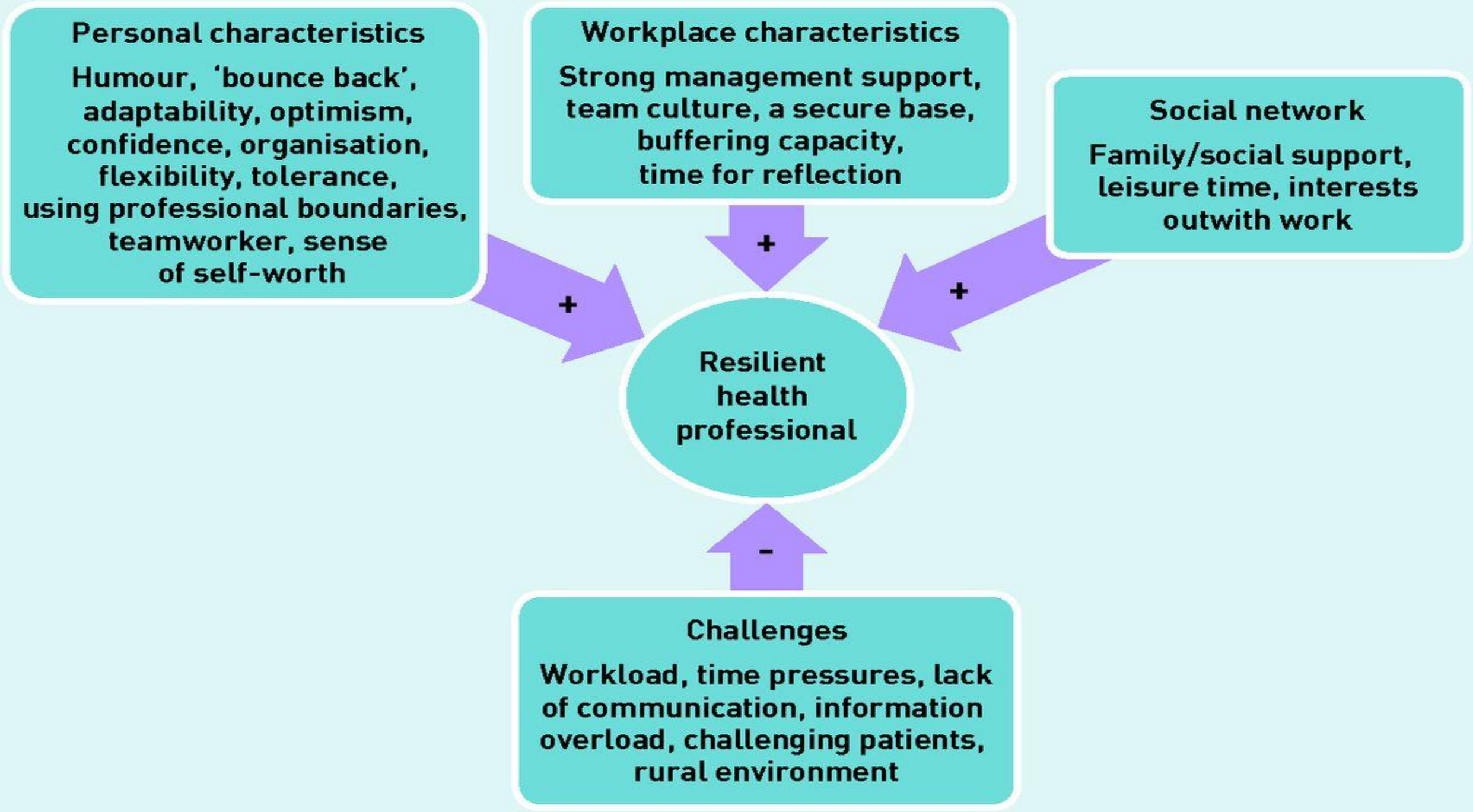
- Research psychologists will assess residents five times - at least one month before (time -1) and just before deprescribing starts (time 0), at the conclusion of deprescribing (time +3) and after 6 and 12 month follow-up (times +6 and +12)

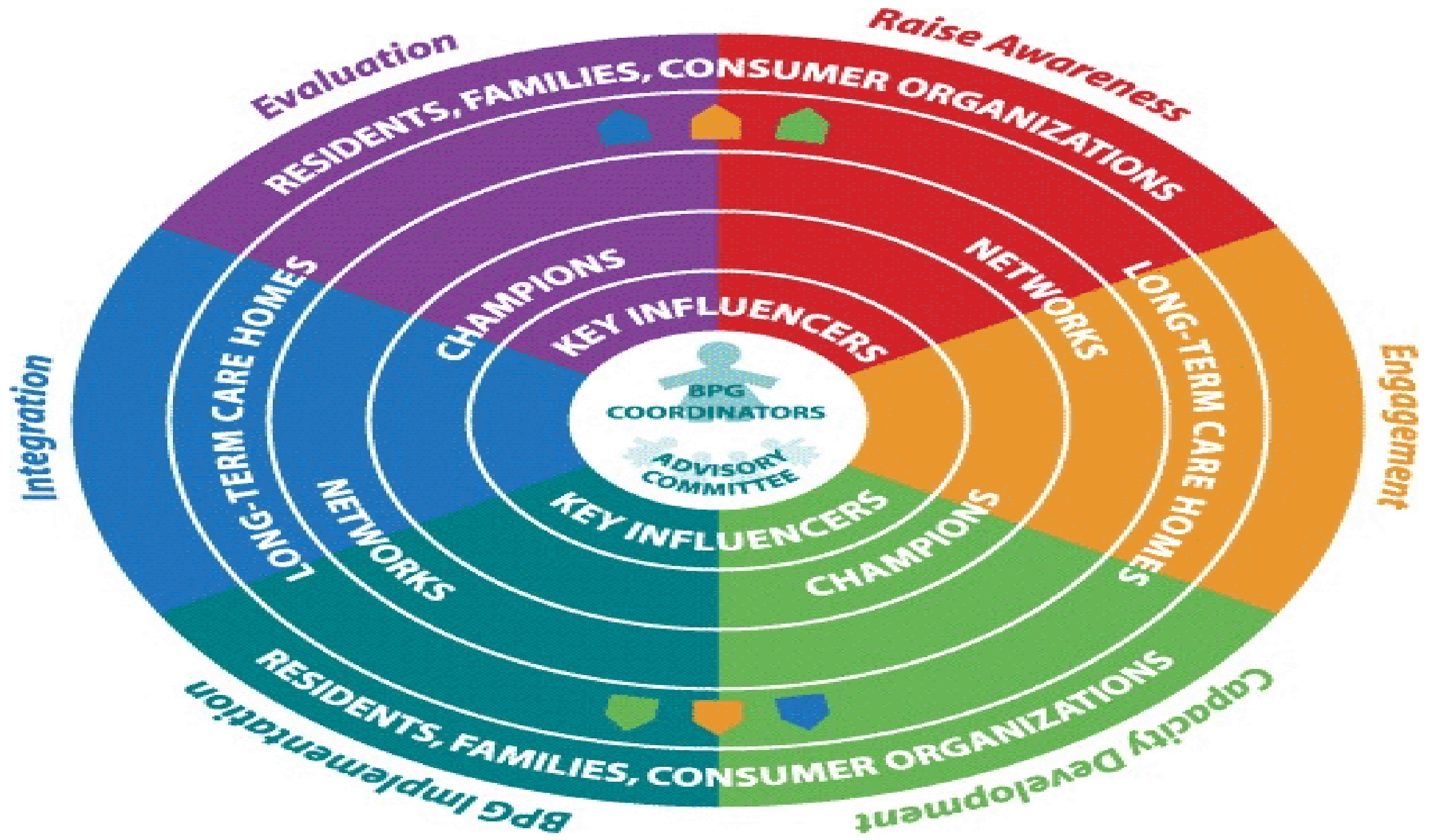
Patient-Centered Care



**ARE YOU AN
ORCHID OR A DANDELION?**







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