Effect of a Structured Program, Reigniting the Spirit of Caring, on Collegiality and Thriving
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Program Objectives
- Relate transformational leadership principles to positive nursing outcomes.
- Implement nurse driven projects to promote individual and unit wellbeing, patient satisfaction, and teamwork.

Program Alignment
- Our Nursing Vision: We will make a significant difference in every life we touch.
- Re-Igniting the Spirit of Caring:
  - See our patients as people with lives and individual needs rather than as tasks on a computer screen.
  - Operationalize our mission and core values every day.

Intervention
- Three nurses were identified to function as facilitators for the program.
- Facilitators were trained by Creative Healthcare Management
- Three-day classes were scheduled off-site in park like environment.
- Four high-performing units were identified to attend the program.
- Units were chosen based on their management styles and their clinical performance.
- Four to six nurses from each of the four units attended together.

Motivational Change

Collegiality Assessment
- Fourteen items
  - \( \alpha = 0.87 \)
  - Includes items relevant to:
    - Addressing conflict
    - Positive Communication
    - Promoting caring while diminishing negativity

Thriving Scale
- Visual Analog Scale
  - \( \alpha = 0.704 \)

Outcome Measurements

Motivational Change

Results: Collegiality

Results: Thriving