Putting Together the Puzzle for Professional Development

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VISION: Provide a graphic model to enhance the professional development planning and discussion with every nurse in our organization.

INSPIRATION
During our Relationship Based Care Course we ask participants to list the existing benefits, programs and mechanisms at our hospital that support each of the three key RBC relationships. While our hospital system is rich in resources, this exercise does not always flow easily. Our vibrant professional Nursing Practice Model keenly describes the patient/family relationship and serves us well. Perhaps another graphic model that lists what is available to enhance the development of self would be helpful? Even more importantly, such a model may support and ultimately provide the structure for a truly individualized development plan for every nurse in our organization.

INFRASTRUCTURE
The idea for the model was presented to our hospital wide Nursing Congress which has representatives from every department and/or service line. Previously this group had designed our dynamic Nursing Practice Model that is displayed throughout the hospital. A new model idea intrigued the Congress and a schematic evolved with the help of our visual arts department. While the literature describes many practice models, no professional development models such as ours have been found. The key components of the model include: Self Development, Membership/Leadership, Role Choices, Recognition and Academic Development.

EDUCATION
Congress Members returned to their units/departments to share the finished model with their colleagues. It was also presented and discussed with members of our Nursing Leadership Council and then implemented by our Administrative and Clinical Managers.

UTILIZATION
Our model is not totally inclusive due to the dynamic and ever evolving nature of the organization. It serves as a visual tool that provides a framework to explore resource choices while guiding essential conversations and action planning. Nurse Leaders work with staff through coaching/mentoring to develop customized Individual Development Plans. Every nurse receives a copy of the model to spark the conversation. Professional development then becomes less puzzling.

EVIDENCE
Experience has been gained utilizing this model that successfully supports our Nursing Staff in their ongoing professional development. By coincidence we found that the development of self, (just as with RBC), is the foundation for successful implementation of the remaining portions of the model. Nurses engaged in their own professional development have resulted in many successes in all areas of our organizational scorecard. Increased loyalty, decreased turnover rates, increased pursuit of higher academic degrees, improving quality outcomes, increased associate, physician and patient satisfaction have all been demonstrated.

The model has been shared and well received at the system/national/international levels via poster/podium presentations including recent Nursing Management Congress and ANCC’s National Magnet Conference. A blank tool without our hospital specific programs has also been requested and designed as a handout for others outside our organization. A manuscript is in development.

REFERENCES
Scope and Standards of Nursing Practice. (2010) American Nurses Association, Silver Spring, MD