



Excellence Exchange Corner

Q: We are just getting started developing our shared governance structure and I wonder what suggestions do you have on what organization level councils we should consider?

A: The goal when just getting started is to be sure you set yourselves up for success. If you have too many councils, the organization could quickly become overwhelmed and not be able to support or manage all of them. Many organizations start out with 3-4 organization level councils. Initially, these council are nursing focused, with the goal of becoming interprofessional, and all report to a centralized coordinating type council.

These include:

- ★ **Nursing Practice Council** which defines the practice of nursing at your organization.
- ★ **Nursing Quality Council** which has the authority and accountability for continually improving the quality of the nursing care delivered and monitoring patient outcomes.
- ★ **Nursing Research and Evidence-Based Practice Council** which is charged with advancing professional practice through scientific inquiry, use of evidence-based practice, and completion of nursing research studies.
- ★ **Nursing Professional Development Council** which promotes life-long learning, supports the retention and recruitment of nursing staff, coordinates the nurse recognition annual celebration, and maintains the organization's professional advancement program while promoting the professional image of nursing.

As an organization matures in shared governance, councils could be enhanced through expansion such as becoming interprofessional in nature, merged such as combining Practice and Quality into one council, or added to such as an Informatics Council.

Please contact Gen Guanci gguanci@chcm.com or Marky Medeiros mmedeiros@chcm.com for additional information. Keep the questions coming!

