DEVELOPMENT AND IMPLEMENTATION OF A MAGNET ATTRIBUTE ON A SURGICAL UNIT AT PRIMARY CHILDREN’S HOSPITAL

Anya Neidig, MSN, RN

PROJECT METHODOLOGY

The ANCC defines characteristics of magnetism by 14 different attributes found in Magnet hospitals. Professional development is one of the 14 different attributes and is the attribute that will be focused on during the project. The project, based on the Magnet attribute professional development, is the implementation of two leadership workshop sessions coaching charge nurses on the children’s surgical unit at PCH about leadership development.

Charge Nurse Professional Development Workshop

Phased Methodology

Phase I

- Distribution of workshop to all charge nurses on the children’s surgical unit
- Charge nurse instructed to watch workshop and come prepared to discuss at Leadership Council

Phase II

- Leadership Council: Brief review of workshop, discussion of leadership technique, discussion of reflection questions

Phase III

- Implementation in charge nurse practice

Theoretical Framework

Herzberg developed the Motivation-Hygiene theory in which he describes employee satisfaction(7).• Motivating factors (satisfaction): achievement, recognition, responsibility, advancement, and growth.
• Hygiene Factors (dissatisfaction): company policies, supervision, work conditions, salary, status, and security.
Fixing hygiene factors will not create satisfaction. One must create motivating factors in the workplace to increase satisfaction(7).

Conclusions

• Implementation of Charge Nurse Professional Development Workshop has had a positive impact on the children’s surgical unit at PCH.
• Since implementation, nursing turnover rates of the charge nurses has decreased as evidenced by no attrition.
• Presentation of Charge Nurse Professional Development Workshop to take place at PCH’s Leadership Council in January 2019

References