

The Nurse Mission Luncheon

Kerry Carnevale RN, MS Barbara Donovan RN,MSN

Introduction/Problem

Workplace engagement influences nurses' job commitment, job satisfaction, personal commitment to their workplace and a professional commitment to nursing (Dempsey & Assi, 2018). Benefits of highly engaged nurses in the workplace include a positive impact on patient experience, quality care, patient outcomes (Dempsey & Assi, 2018), and employee retention (Rivera, Fitzpatrick, & Boyle, 2011). Nurse workplace engagement also leads to improved work life quality, employee productivity, and organizational commitment (Manning, 2016). Additionally, nurses who are engaged with their work organization and the nursing profession demonstrate improved teamwork and organizational outcomes while negative attributes of compassion fatigue, burnout and turnover among nurses are lessened (Dempsey & Assi, 2018).

To facilitate workplace engagement during orientation, the Mission Luncheon introduces all new nurse hires at BIDMC to the Nursing Mission Statement.

Aim/Goal

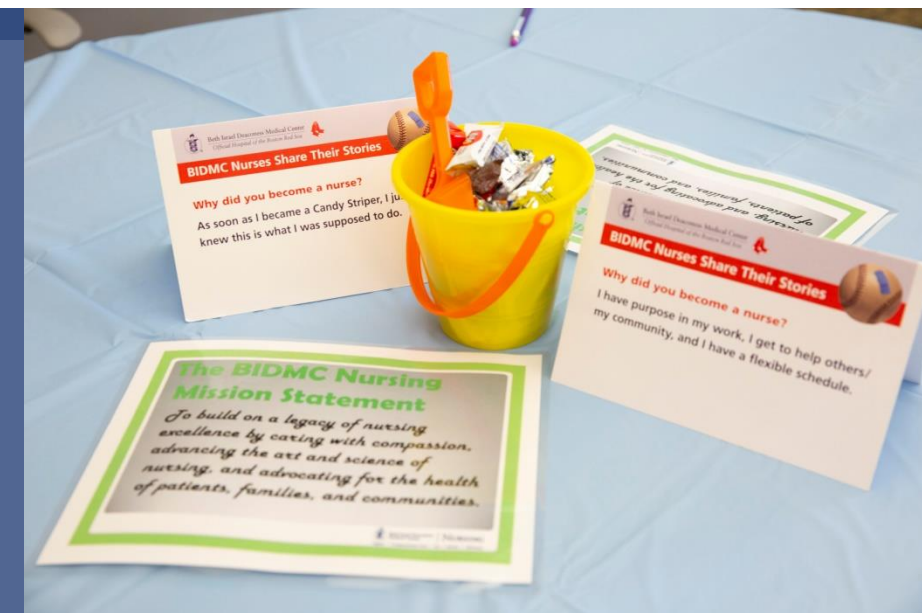
Our Mission Luncheon was a chance to introduce new nurses at BIDMC to our mission Statement
We had nurses attend our luncheon while on orientation.

Literature has shown that both nursing burnout and compassion fatigue (Nurit 2013) are related to secondary trauma that nurses experience.

We also wanted to include content going forward on how staff can promote self care and resiliency. To be a healthy nurse at BIDMC

The Team

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|----------------------------|-------------------------|
| ➤ Kerry Carnevale MS,RN | ➤ Joellen Ross BSN, RN |
| ➤ Barbara Carney MSN,RN | ➤ Kym Peterson MSN, RN |
| ➤ Barbara Donovan MSN,RN | ➤ Alison Small MSN, RN |
| ➤ Susan Holland EdD,MSN,RN | ➤ Danielle Souza MSN,RN |
| ➤ Marsha Maurer DNP, RN | ➤ John Whitlock MS, RN |
| ➤ Theresa Normile MSN,RN | |



The Interventions

- BIDMC Mission Luncheon Includes a Wellness Focus
- We provided experiential training for staff which has been shown to improve well being and resiliency. (Nurit) We had staff assess their own Wellness practices by filling out a Self Care Wheel (Olga Phoenix Project: Healing for Social Change 2013). We had staff assess their own Wellness practices by filling out a Self Care Wheel (Olga Phoenix Project: Healing for Social Change 2013). We practiced deep breathing and 5 minute meditation

Results/Progress to Date

Evaluations:

It was great to hear from Marsha again and to see the collaboration of a few nursing leaders run this luncheon

I really enjoyed the videos

I think it was extremely helpful to see how other staff members are able to share their stories.

Enjoyed talking with my table mates about these topics

It is important to remember to take care of yourself too because many of us forget to do that

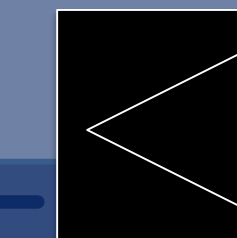
This is definitely something that needs to be stressed more in nursing practice! Taking care of the nurse- first

Absolutely loved this, I will use the 5min meditation as needed!

5 Minute Mediation



For more information, contact:
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More Results/Progress to Date

The Interventions

Played videos showing BIDMC nurses embodying the mission statement through their nursing practice



"I really enjoyed the videos which were personal stories told by BIDMC nurses that currently work here. I feel that storytelling is a nice way to relate to the tenets of the mission statement."

The BIDMC Nursing Mission Statement

To build on a legacy of nursing excellence by caring with compassion, advancing the art and science of nursing, and advocating for the health of patients, families, and communities.



Lessons Learned

- In 2017 we had 2114 RN at BIDMC attend our Advance. The Mission Luncheon is an introduction to similar content for nurses new to BIDMC. The nurses who attend the Advance and the Mission Luncheon were a different demographic. Advance Demographic data showed >55.6% of staff who attended had greater than 10 years of experience versus 51% of the staff at the Mission luncheon had <1 year of nursing.
- Despite the difference in demographics scores for the sessions were similar. Both groups enjoyed working together in small groups and hearing "the personal journeys that had brought them into nursing."
- **Going forward -Staff expressed a preference for an ongoing, organizational model versus a one-time intervention.**

Next Steps

- To continue to introduce new staff to the Nursing Mission while continuing to promote self care and resiliency through NGR and other educational pursuits



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