

Advancing Toward A Common Purpose

Introduction/Problem

Traditionally, practice is for a Nursing Leadership to develop a mission statement and then present it to the staff and then seek "buy-in" . (Huczynski and Buchanan, 2007).

Here at BIDMC we wanted to understand how nurses at BIDMC perceive the role of the nurse. We wanted to understand, why did you become a nurse and what do you like most about being a nurse?

Nurses may still choose to become a nurse for more traditional reason such as "caring" or they may see themselves as a "competent scientist" . (OJIN) We surveyed our frontline staff to help inform the nursing leadership about what is most meaningful to our staff.

Aim/Goal

We wanted staff to define deeply held values that nursing leadership would utilize to formulate a draft of a mission statement. This mission statement was finalized and revealed 11/2016 . *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*

The Team

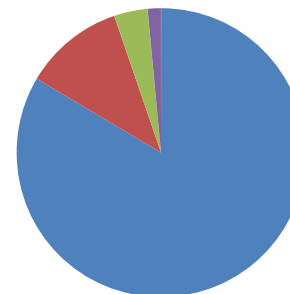
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The Interventions

- We sent a survey to the staff to ask about shared values :
 - Related to patient care
 - Reasons for becoming a nurse
 - Like best about being a nurse.
- There were approximately 600 nurses who responded
- The staff were a diverse group ranging from millennials with just a few months experience to more seasoned staff who have been practicing for more than 30 years.
- The majority of staff 71% were self identified as direct care nurses.

Results/Progress to Date

Values of Staff Why Did you Become a Nurse ?



- Caring/Helping
- Scientist
- Legacy
- Advocacy

The second questions related to values about practice and using NOF competencies . Staff identified "Patient Centered Care" as what they valued the most.

Lessons Learned

- Nursing Leadership Drafted a Nursing Mission Statement during a retreat that was titled an "Advance" for our intention to move forward as a united staff with a shared purpose. The mission Statement was drafted at the retreat and then another group of staff refined the mission statement .

Next Steps

- The team is currently having all staff attend an Advance modeled after the one the nursing leadership attended.
 - We are using this advance to
 - Discuss how nurses see themselves in the mission statement
 - How nurses have shared values with nurses in other areas of the hospital

