APRN Connection
Focusing on Practice, Quality, Safety, Advocacy and Research

Volume 3, Issue 3
December 2012

From the Director

Dear APRN Colleagues,

I want to wish everyone a joyous and merry holiday season.

As we busy ourselves this time of year with family, loved ones, and professional commitments, let us take a moment to thank each other for our commitment to Children’s National patients, quality in performance, safety in practice, and effective communications with our colleagues.

A healthy workplace environment is linked to higher levels of job satisfaction, greater retention, improved patient outcomes, and decreased costs of care. The American Organization of Nurse Executives (AONE) has identified the elements necessary for creating healthy work environments. Summarizing the “AONE: Five Pillars and Elements of a Meaningful Practice Environment,” healthy environments:

- Create a culture of collaborative practice with respectful, collegial communication and behavior, practice of trust, and respect for diversity.
- Build a communication-rich culture—where correct and respectful behavior is an open and trusting environment.
- Sake a culture of accountability where role expectations are clearly defined and outlined, and all are held accountable for their performance.
- Empower employee engagement and advocacy by providing opportunities for professional development and by breaking down organizational barriers to facilitate a sense of ownership.
- Function as a leader as practice advocate—cultivate shared decision-making at all levels.

Encourage professional practice and continued growth and development.

Recognize the value of contributions—ensure a system to promote career mobility.

Recognize nurses for meaningful contributions to practice.

This future of healthcare reform will bring increasing challenges related to reimbursement and value-based purchasing, access to care and increased productivity, quality patient outcomes and improved efficiency in care delivery, and more. Let us take this opportunity to strengthen our professional environment and establish strategies to sustain a positive work environment.

Take a moment to recognize the person working beside you. Thank them.

Sincerely,

Jim Brown

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Introducing: Collaborative APRN/ARNP Genetic Rounds
Thinking Bigger, Thinking Differently

In continuing the discussions of our interest in the above-described survey, we would like to create a new round of discussion, “Collaborative APRN/ARNP Genetic Rounds.”

This week, a survey will be sent to everyone in our practice. Please take a few moments to complete it. We will use this survey to guide our next round of discussions.

Thank you for your time and effort.

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Thank you for reading this document. If you have any questions or need further assistance, please feel free to contact us.