

DOWNLOAD PDF 42. COMMUNITY ORIENTED NURSE LEADER AND CONSULTANT

Chapter 1 : How to Become a Nursing Consultant: 15 Steps (with Pictures)

A nurse leader seeks input from staff nurses on a regular basis and allows for changes in practice to improve client outcomes with minimal barriers. This is an example of: a.

Consequently, career paths for those with nursing skills are diversifying too. Nurses increasingly find work in varied settings and seek careers with stability and flexibility. The ability to adapt, take in information and think creatively in new situations are all strong traits of nurses. For example, family nurse practitioners, or FNPs, often find careers in which they collaborate with legal and governmental sectors, or they work in nonconventional health care settings such as schools or community-based organizations. Although many of these career paths may require advanced practice degrees as well as additional training, certification, clinical experience, education or licensing, the varied career opportunities might surprise you. So, what exactly can you do with your MSN degree that will demonstrate your value? Whether you want to use your specialized nursing skills in new ways or tailor your career to specific personality traits, here are some career paths to consider.

Family Nurse Practitioner As populations age and the current health care workforce begins to retire, the need for primary care continues to expand. This translates to a promising and fulfilling career option for nurses considering furthering their education and autonomy. A pediatric nurse treats children in an intensive care or clinical environment where communication, patience and sensitivity are key. To become a pediatric nurse practitioner, you will need to have at least a Master of Science in Nursing degree, with specialty training in pediatrics. You can develop special knowledge of pediatrics with additional certification exams such as the Certified Pediatric Nurse Examination, which is administered by the Pediatric Nursing Certification Board. On the other hand, you have to be really flexible because kids are unpredictable. You have to act quickly, be punctual and be readily available. But most of all, you have to have a big heart. As technology evolves, this career path will grow even more diverse as large medical facilities, private consulting firms and technology startups move to modernize and disrupt all areas of health care. Employers in this field typically prefer applicants with an MSN and additional experience in health informatics, health care management or electronic health and medical records. Additional certification is offered by the American Nurses Credentialing Center ANCC for those who choose to pursue a certificate in nursing informatics.

Geriatric or Gerontological Nurse Practitioner Family nurse practitioners often have experience working with elderly patients, typically within a hospital or care facility, and have experience dealing with chronic illnesses, dementia and arthritis. If you thrive in environments where you care for the elderly and treat complex diseases related to aging, this career path will be rewarding.

Clinical Nurse Researcher Nurse researchers are critical in pharmaceutical and medical research, evaluating and researching new areas of scholarship. Using their clinical know-how, nurse researchers write proposals for grants, evaluate data and synthesize large amounts of information in myriad areas of research. Work schedules tend to be regular, but the stress levels can vary. Strong verbal and communication skills with a focus on research and writing are key in this field. If you enjoy working with statistics, data collection and evidence-based methodology, this career path can be enriching. This field is notoriously detail oriented and heavy on documentation. You really use different parts of your brain as a nurse researcher since you are focused less on just patient care and more on clinical administration and research operations. However, some nurse researcher positions strongly prefer candidates who have experience working in clinical research and who have earned the Certified Clinical Research Professional CCRP certification offered by the Society for Clinical Research Associates. Working alongside psychiatrists and other mental health professionals, teamwork will be key as well as knowledge of acute and chronic mental health problems ranging from depression to schizophrenia to bipolar disorder. You must have a minimum of two years of experience as a registered nurse to become a certified psychiatric nurse. You should also have a minimum of 2, hours of clinical practice in a mental health setting and 30 hours of continuing education in mental health within the three years prior to taking the certification examination.

Forensic Nurse Consultant or

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SANE Specialist Forensic nurse consultants work as advisors to law enforcement and criminal defense attorneys and as expert court witnesses for prosecutors. There is still an element of direct patient care since forensic nurses also treat patients while looking for signs of criminal activity, as they often see cases related to domestic abuse and other forms of violence. Additional certification through the International Association of Forensic Nurses is often helpful when offering these services. A Sexual Assault Nurse Examiner SANE , meanwhile, is a registered nurse who has completed specialized education and clinical preparation in the medical forensic care of a patient who has experienced sexual assault or abuse. This role requires great patient advocacy and dedication to survivor healing. Nurses who thrive by providing emotional support do well in this field, but the emotional toll can be difficult and burnout sometimes occurs. To become a SANE specialist, you must first be a registered nurse, preferably with experience in advanced physical assessment skills, such as emergency, critical care and maternal child health. Nurse Ethicist The science of nursing can also be an art when solving ethical issues. From informed consent to quality of life decisions to capital punishment, nurses often find themselves weighing in on tough ethical issues that require careful conversation and research. If you take pride in teaching and academic rigor, working as a nurse educator can provide the challenge you are looking for. Many nurse educators simultaneously continue their own practice of caring for patients while working as educators. As a nurse educator, you are responsible for implementing nursing education and evaluating curriculum, working in a variety of settings from universities and trade schools to health care facilities that offer nurse training programs. Often, experience as a nurse educator may lead to administrative and managerial roles within nurse education programs. Health Care Attorney or Legal Nurse Consultant Increasingly, the legal profession, government sector and the medical world are intersecting. From malpractice cases to lobbying for health care reform to legal issues related to the Affordable Care Act, specialized health care knowledge can be helpful across industries. Nurses who specialize in law, whether as a lawyer or consultant, may understand the intricacies and terminology at the center of many legal cases. A legal nurse consultant helps law professionals gather and study evidence and medical records and understand legal information. Becoming a health care attorney will require a JD. Meanwhile, to become a legal nurse consultant, you may consider a training course through the American Association of Legal Nurse Consultants , which offers a certification examination for aspiring legal nurse consultants.

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Chapter 2 : Nurse Entrepreneur | Specialty

The Clinical Nurse Specialist is an advanced clinician holding a master's degree who functions as an expert clinician, leader, researcher, educator, and consultant that exerts influence in three spheres: patient/family, nursing personnel, and organization system.

Table 3 Comparative profiling tools Understanding cultural norms and diversity is just as important as understanding individuals. Dreher and Macnaughton 21 contend that cultural competence is really nursing competence. As communities become more diverse, it is important that leaders adopt strategies to teach, provide feedback, and motivate persons from different cultural backgrounds and different skill mixes. Leadership mentoring bridges the regulatory and subjective aspects of human resources management through the pairing of experienced leaders with novice leaders. To illustrate a type of mentoring, Montgomery 22 presents a descriptive method whereby an experienced professor mentors a doctoral student in the needed leadership and administrative experiences. The mentoring of new critical care managers by the chief nursing officer should occur over time and is enhanced through the resolution of increasingly complex situations. Because of the rapidly changing external environment, it is increasingly important to understand how leaders anticipate and implement change. The Del-phi method is a process in which a questionnaire is distributed to experts who independently complete it; the results are evaluated to determine the likelihood that certain events may occur. Critical care nurses can use this evidence-based information to educate each other about change. This concept was first discussed by Skewhart 28 in and then made famous in the s when Deming encouraged the Japanese to adopt it to promote continuous quality improvement. Understanding why nurses resist or accept change enables a leader to communicate why change is necessary and to mentor others through the change process. Previous Section Next Section Managing Revenue and Expenses International studies indicate a global need for financial education for nurse-leaders. Nurse-managers must have basic knowledge of financial management. Interpreting financial statements, understanding performance ratios, and recognizing the time value of money are essential when financial forecasts and cost implications for business plans are being estimated. To compile a capital budget, managers must understand the financial implications of leasing versus purchasing, the expected useful life of equipment, and estimated maintenance costs. Understanding how to calculate a return on investment when proposing new technology, such as computerized documentation systems, enables critical care leaders to conduct cost analysis of different systems and options. This collaboration is crucial to budget planning. It is important to know the cost per unit of service so that staff and supplies increase as the number of patients increases. Knowledge of expiring supplier and provider contracts helps leaders anticipate the effects of budgeted rates and numbers of patients. Previous Section Next Section Managing Technology and Equipment A basic understanding of information technology is essential for critical care leaders. Nurses who have mastered technology can devise technological interfaces to gather statistical data that assist in efficient management of critical care units. Technologically savvy nurses can use Web technology to make educational materials and programs, such as videoconferencing and Webcasts, easily accessible for patients and clinicians. Critical care nurses can use software on their wireless personal digital assistants to look up, verify, and calculate medication dosages or concentrations of intravenous infusions to reduce medication errors. Wireless personal digital assistants and laptops improve fast and efficient communication. Technological advances surround critical care nurses and nurse-managers. Previous Section Next Section Summary Each organization has unique operational issues and managerial supports. To successfully overcome the challenges faced by an organization, nurse-managers must work with supervisors to hone the necessary leadership skills. Previous Section Next Section Communication Skills Communication occurs through speech, nonverbal signals, and written documentation. It is essential that leaders disseminate and interpret information quickly and accurately. A 2-year study 33 of Chilean nurse-leaders suggested that leadership is characterized by exerting a positive influence on others through good communication. At the root

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of effective communication is delivering the message in such a way that the listener will hear it. Simulation and role-playing are effective methods for improving communication skills. The mission is what the organization strives to accomplish; in other words, the reason the organization exists. Vision is also about understanding how to rally people around an idea. All operations, education, goals, and strategies should be linked to the vision and should fit in with the overall mission. It is a myth that there is a single right or best organizational structure. Organization is a tool for making people productive when they work together. Organizational structures like command and control work effectively in crisis or disaster management situations because decisions must be made quickly and there is little time for discussion. Collaborative and team structures are effective for improving processes and designing new programs. Effective communication of standards, responsibilities, and rewards translates into improved performance. Promoting the obfuscation of actual practices during surveys or billing audits sends the wrong message and often exposes facilities to whistle-blower lawsuits. Persons in subordinate roles often comply with their supervisors because most organizations are structured to produce obedience. Previous Section Next Section Communicating Continuous Learning Continuous learning is essential at all levels of nursing, and learning about communication improves teamwork and reduces errors. Lawson encourages providers to examine communication styles to help develop skills necessary to provide patient-centered care. The program includes identifying verbal cues that help improve communication between physicians and nurses, such as restating or reading back verbal orders. Encouraging employees to set career goals, including opportunities to improve communication and interpersonal skills, facilitates continual professional growth of employees. Previous Section Next Section Communicating Change The healthcare industry is funded in part with government monies; therefore, organizations are subject to considerable regulatory oversight. Regulations, laws, strategies, and technologies change frequently, and great organizations use the knowledge of change management to implement change successfully. The article by Weber and Joshi 39 that summarizes the information in current business and healthcare publications about how change occurs at the individual and organizational level is an excellent resource for nurses. Critical care managers need to communicate frequently with staff to reduce the stress of a transforming environment. Teaching leaders to recognize when employees are overwhelmed and how to intervene to improve the situation is essential. A key leadership responsibility is communicating effectively with others. Inspiring and leading critical care nurses can be a powerful result of cogent communication. Therefore, nurse-leaders must continually enhance and improve their understanding of efficacious communication mechanisms. Leaders must be able to assess external studies, articles, reports, and best practices in order to identify areas for improvement and potential solutions. A leader should be inquisitive and ask questions that have not been asked before. Similarly, critical care managers use their analytical and strategic skills to improve operational outcomes. Leaders should be able to answer these 2 questions. For example, a team is assembled to analyze how a unit is processing patients from admission to discharge. The members of the team review data and outline the key drivers that are influencing the processes; then they review the literature and network with colleagues to determine the best practices. The team leader guides the team by ensuring that the members are meeting or exceeding expectations and operational goals in regards to the admission and discharge of patients. Previous Section Next Section Strategize External Opportunities External resources can guide critical care nurses in improving operational processes. The Leapfrog Group, 41 a national group of employers studying and responding to quality healthcare issues, was created to help save lives and reduce preventable medical mistakes by publishing hospital performance information so that consumers can make informed choices. For example, the group promotes contracting with critical care intensivists to manage admissions to intensive care units. Mortality rates are significantly lower in hospitals with intensive care units managed exclusively by board-certified intensivists. A critical care clinical nurse specialist or nurse practitioner employed by the intensivist group can facilitate early discharge when the physicians are not immediately available. Creating a culture of proactive discharge planning through the evaluation of best practices at other organizations is fundamental to efficient operations. There are also tools

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such as the decision tree and force-field analysis that help a group analyze data and options when solving problems. Many of these types of tools can be found at the Mind Tools Web site. These tools encourage teams to remain focused as the teams evaluate possible solutions. Tools should be easy to use so that staff members do not spend more time learning the tool than evaluating the solutions. Previous Section Next Section Analyze and Strategize Change Leaders need critical-thinking skills to analyze and anticipate the effects of change and respond appropriately. These related needs are why analysis and strategy are so closely linked. For instance, nurse-managers are obligated to understand billing and accreditation requirements in order to design documentation tools that proactively meet the ever-changing requirements. The implementation of ambulatory payment classifications requires that hospitals place a variety of codes on outpatient procedures and treatments eg, use of intravenous infusions, Foley catheter insertions, radiographs. In order to expedite the coding process, documentation tools must be efficient for the nurses and must facilitate accurate coding and billing. Each leader should manage in accordance with the annual business plan of his or her unit. Elements of a business plan include the following: The history of the unit, division, or organization should be included if the readers need to know the historical perspective in order to support or approve the business plan. The product or service section encompasses an overview of the service or product offered. The competition section summarizes the strengths, weaknesses, opportunities, and threats of the organization or unit. Examples of strengths are a new unit with Internet access in each private room or an operating room with robotics. A weakness may be that the physical plant is 10 years old with semiprivate rooms, whereas competitors have private rooms. The profile of opportunities includes discussion about changing demographics. The description of threats outlines new programs or services offered by competitors, regulatory changes, and new providers offering less expensive services eg, urgent care centers or outpatient surgery departments. The marketing section discusses the marketing strategy. The section on operations and management should highlight the unique operational and management aspects of the critical care unit. For example, how and where the staff delivers services and if the unit or organization is superior in its performance benchmarks when compared with other units or organizations. The section on goals and objectives includes the goals of the unit or division and the mechanisms used to measure whether the goals are reached. For example, a goal is to improve customer service as measured by customer satisfaction scores. The unit will meet the goals by participating in multiple local and national educational programs to increase staff awareness about customer service initiatives. On the basis of the results, a customer service process improvement team is chartered to assess and redesign processes to enhance services. Financial projections include the financial outcomes of the business-planning efforts. For example, the business plan includes the purchase of a new computerized documentation and order entry system. This new system reduces errors that stemmed from illegible writing and missed orders. Because of the expanded remote access, it also enhances communication with physicians and patients. The financial projection includes the cost of the new system, potential cost avoidance through the reduction of liability, and personnel reductions due to elimination of paper records. Writing a business plan is similar to the nursing process: Previous Section Next Section Creation Skills Nurse-leaders create opportunity, value, relationships, and quality for their employees, customers, and organization.

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Chapter 3 : What Can I Do With My MSN Degree? - Blog

Considered by many as the standard for community health nursing, Community and Public Health Nursing continues to provide student and practicing nurses with a foundation of community and public health nursing concepts and interventions for individuals, families, and communities.

Benefits of transformational leadership Transformational leadership defined Transformational leaders are sometimes call quiet leaders. They are the ones that lead by example. Their style tends to use rapport, inspiration, or empathy to engage followers. They are known to possess courage, confidence, and the willingness to make sacrifices for the greater good. They possess a single-minded need to streamline or change things that no longer work. The transformational leader motivates workers and understands how to form them into integral units that work well with others. Transformational leaders specialize in: Work within the system Start solving challenges by fitting experiences to a known pattern Want to know the step-by-step approach Minimize variation of the organization Another way to put it: Leadership expert James Burns defined transformational leaders as those who seek to change existing thoughts, techniques and goals for better results and the greater good. Burns also described transformational leaders as those who focus on the essential needs of the followers. Examples of transformational leadership Transformational leaders excel in a variety of sectors. Here are notable business leaders who used the transformational style. After earning a doctorate in mathematics and physics at Yale in , he spent most of his career working or consulting for the U. During World War II, Deming taught statistical process control techniques to military production workers. After the war ended, the U. Department of the Army sent Deming to Japan to study agricultural production and related problems. He convinced Japanese officials of the potential for industrial uses of statistical methods. Deming was asked to do the same thing for U. Peter Drucker Peter Drucker was a professor and management consultant among other things. He was very interested in how to mesh innovation and entrepreneurship. He felt that entrepreneurship was a vehicle of innovation. Entrepreneurship was not just high technology, but high tech was a vehicle for change, in attitude, values, and behavior. The entrepreneur systematically looked for change, responded to them and took advantage of opportunities as they present themselves. Ross Perot started his career as a salesman for IBM. In the s he started his own company, Electric Data Systems EDS , one of the first businesses that built and serviced computer systems for other companies. In contrast to IBM, Perot trained his workers to do whatever needed to be done for a customer without waiting for approval. There was a strong bias toward action. In the beginning, Perot shunned strategic planning. Over the next few years, however, he hired military officers who could take orders and give orders. Rockefeller was the founder of Standard Oil. It started as a single oil refinery and grew to a huge company. But, Rockefeller also spent a considerable amount of time streamlining the organization as it grew. He was known for his organizational tactics and for using disciplined strategies. In business, transformational leadership is often the most effective leadership style. Transformational leadership quotations Edwards Deming: I want people moving and shaking the earth and they are going to make mistakes. Very well-organized and expect their followers to be creative Team-oriented and expect that followers will work together to create the best possible results Respected, and in turn respects followers Acts as coach of the team. He or she provides training and motivation to reach the desired goals Responsible for their team, but also instills responsibility into team members Engenders respect through rapport and a personal influence Advantages and disadvantages of transformational leadership Transformational leadership works well in organizations where change is needed. Transformational leadership is not the right fit for new organizations where no structure exists. Excellent at communicating new ideas Good at balancing short-term vision and long-term goals Experience building strong coalitions and establishing mutual trust They have integrity and high emotional intelligence empathy with others Transformational leadership cons: Ineffective in initial stage or ad-hoc situations Require an existing structure to fix Bad fit in bureaucratic structures Benefits of transformational leadership One of the best uses of this

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leadership style is in an organization that is outdated and requires serious retooling. It is also a perfect match for a small company that has big dreams and wants to change and adapt to get there. In both of these examples, the board of directors can bring in a transformational leader who will change the structure of the organization and also motivate the current workers to buy into the new direction. Have a question or concern about this article? Submit the form below, and a representative will contact you to answer any questions.

Chapter 4 : 15 Super Great Non-Hospital Nursing Jobs for Nurses - racedaydvl.com racedaydvl.com

To develop a baseline for a presentation at the local women's club about the status of women's health in the community, a community-oriented nurse researches national vital statistics to establish the leading cause of women's deaths in the United States.

Chapter 5 : What is Transformational Leadership? Ideas Produce Results

One strategy used by chief nursing officers, professional nursing associations, and employers is to design and implement formalized critical care leadership and managerial training programs that are evidence based and results oriented.

Chapter 6 : PubMed Journals will be shut down | NCBI Insights

The editor-in-chief extends thanks to all contributors to this special focus on nursing leadership in home and community care. Thank you for leadership, thoughtful reflections and call to action. The possibilities for a different "person-centered", "people-powered" home and community-oriented health.

Chapter 7 : Temporary / Consulting Wound Care Nurse (RN) in BOSTON,MA - [Execu|Search](#)

TABLE Client-oriented, Delivery-oriented, and Population-oriented Community Health Nursing Roles as Performed by Public Health Nurses and Faith Community Nurses Role Public Health Nurse Faith Community Nurse.