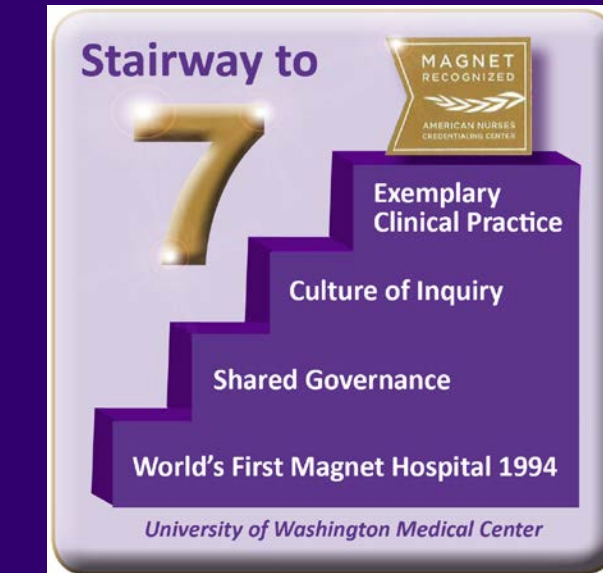


# Picking the Pearls: Developing Workshop Content to Enhance Shared Governance Leadership at UWMC

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## PURPOSE

- Develop content for a workshop taught by current Critical Care Local Practice Council (CCLPC) co-chairs to support Unit Practice Council (UPC) members
- Enhance council or committee leadership skills to become effective leaders in shared governance structures at the University of Washington Medical Center (UWMC) Montlake and Northwest Hospital (NWH) Campuses

## BACKGROUND

- CCLPC uses the professional practice model of professionalism, exemplary clinical practice, and clinical inquiry
- Chairs of CCLPC and UPCs do not have formal training to lead meetings, fellow members, and future chairs
- Many nurses new to their roles in shared governance since the UWMC and NWH merge who expressed strong interest in taking this workshop
- Current chairs feel extra training would be helpful to succeed in their leadership position and want to pass learned skills through structured format

## DESCRIPTION

- Two current CCLPC completed courses to enhance skills within the professional practice model
- Learned skills used to create a workshop to prepare future CCLPC and UPC co-chairs
- Courses offered through the University of Washington Professional & Organizational Development (POD)
- Workshop format: lectures, discussions, group work, role play, mock meetings

### WORKSHOP CURRICULUM

- Leadership and professionalism within Shared Governance
- Improving accountability, skilled communication, and bi-directional communication in line with **AACN Healthy Work Environment initiatives**
- Organizing meetings & taking meeting minutes
- Updating policies & procedures
- Implementing EBP and/or innovative research on their unit
- Project management
- Interdisciplinary collaboration

## The Pearls from Each POD Course

### Writing Minutes and Meeting Notes

- Take concise notes at the meeting
- Condense meeting hours into minutes
- Format the minutes for readability

### Writing Policies and Procedures

- Learn the differences between policies, procedures, and tasks
- Apply UWMC resources to revising and writing

### Training, Coaching, Mentoring for Success

- Use coaching for hands-on teaching
- Use mentoring for perspectives
- Build a coaching partnership

### Emotional Intelligence

- Learn tools to enhance your emotional intelligence
- Apply learned skills to relationship building

### Increasing Your Influence

- Understanding your influencing style
- Using partnerships to increase influence
- Identifying types of followers and leverage strengths

### Leadership Style Makes a Difference

- Read and respond to communication signals in interactions
- Identify communication styles that enhances leadership

### Planning and Facilitating Effective meetings

- Creating effective agendas
- Learn tips for handling difficult situations
- Learn the role of facilitator



<https://weathrblders.org/blog/2016/07/08/3-important-ways-leaders-empower-others/>

## EVALUATION

- Surveys and written interview questions (1 month, 3 months, and 6 months post workshop)
- Pre and post survey using Likert scale to measure how comfortable, knowledgeable, and prepared co-chairs are stepping into the role before and after going through the workshop
  - Pre and post interview questions on nursing intent to stay before and after going through the workshop

## DESIRED OUTCOMES

- Co-chairs report feeling proficient, knowledgeable, and empowered in their role
- Ensure current CCLPC co-chair's legacy through mentorship and inspire future co-chairs to come
- Strengthen UWMC's Magnet designation (specifically in Shared Decision Making and Professional Development)
- Encourage nursing retention/intent to stay, decrease burnout, and promote recruitment of nurses to the UWMC and to unit councils