

## NURSING

### Our Promise:

*We are a cohesive Team that provides exemplary Patient Care.*

### Our Priorities Are:

*Our Patients*  
Quality and Service  
*Our Team*  
People  
*Our Future*  
Finance and Growth

### Strategic Goals:

*Our Patients*  
We deliver patient and family centered care that is evidence based and outcome driven.

*Our Team*  
We demonstrate professionalism, growth, accountability, and provide the opportunity to succeed.

*Our Future*  
We are responsible stewards of our resources, as we build for tomorrow.



# *Our Patients*

**We deliver patient and family centered care that is evidence based and outcome driven.**

- **Collaboration**

- ❖ Integrate research and evidence based practice into clinical and operational processes
- ❖ Achieve the selected benchmarks for internal and external quality measures

- **Resources:**

- ❖ Fully manage projects/initiatives from inception to completion

- **Professionalism:**

- ❖ Projects and initiatives are designed to improve patient outcomes.

- **Holistic Environment:**

- ❖ Foster a respectful and empathic patient care environment through advocacy and patient engagement

- **Education:**

- ❖ Provide evidence based practice in the delivery of patient care

# *Our Team*

**We demonstrate professionalism, growth, accountability, and provide the opportunity to succeed.**

- **Collaboration**
  - ❖ Work as a team to contribute to improved clinical outcomes
  - ❖ Foster multidisciplinary relationships to provide exemplary patient care
  - ❖ Manage conflict resolution effectively
  
- **Resources:**
  - ❖ Recruit, develop and retain staff that model our values
  - ❖ Develop and implement an actionable two year retention plan
  
- **Professionalism:**
  - ❖ Provide opportunities to maintain competency, promote clinical advancement, and leadership
  - ❖ Define and hardwire behaviors to achieve organizational and departmental strategic priorities
  - ❖ Continue to develop a professional autonomous work force utilizing a shared governance structure
  
- **Holistic Environment:**
  - ❖ Maintain a healthy work environment that embraces
    - ✓ Skilled communication, True collaboration, Effective decision making, Appropriate staffing, Meaningful recognition and Authentic leadership
  - ❖ Foster the Art of Nursing
  
- **Education:**
  - ❖ Foster an environment of continuous learning

# *Our Future*

**We are responsible stewards of our resources as we build for tomorrow**

- **Collaboration**
  - ❖ Expand our partnerships with stakeholders
- **Resources:**
  - ❖ Ensure the efficient and effective use of labor and non-labor resources
  - ❖ Demonstrate a positive return on investment with new business ventures
- **Professionalism:**
  - ❖ Integrate a collaborative shared governance structure across campuses
  - ❖ Expand and promote the influence of professional nursing within our system and contribute to the development of public policy
- **Holistic Environment:**
  - ❖ Proactively respond to the demographic and cultural shifts in the nursing workforce which include (but not limited to) the:
    - ✓ Aging workforce
    - ✓ Generational differences
    - ✓ Diversity
    - ✓ Increasing competitive advantage
- **Education:**
  - ❖ Continual skill development in the areas of clinical practice, technology, business, management and leadership