



2016 Kaleidoscope Conference

HARRISHEALTH
SYSTEM

“Achieving Excellence: Professional Development and Nursing Scholarship”



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Today's Objectives

- Define professional development
- Articulate at least three reasons why continuing professional development is valuable
- Identify three strategies that can support professional development of nursing in the organization
- Identify two to three strategies to advance the nursing profession as a whole.



Professional Development

- Process of improving and increasing the capabilities of staff through access to education and training opportunities in the workplace, through outside organizations or through OJT. Helps build and maintain morale of staff members
- Also helps individuals obtain the skills, qualifications, and experience that allow them to progress in their careers





IF I DIE

I hope it's during a staff meeting because the transition to death would be so subtle.

Why must I do this???

- New knowledge in the field benefits you and your patients



- Can position you for certification in your specialty which validates your expert knowledge; and positions you for recognition and a critical sense of confidence and achievement



Why must I do this???

- Brush up on knowledge you haven't had to use recently or to gain a more technical background in your specialty

A graphic with a dark blue background and a red border. The text "Knowledge is Power" is written in white, with "Power" on a new line. The bottom of the graphic features a bokeh effect of light blue and white dots.

Knowledge is
Power

- Improves your professional competence
 - Can reduce your exposure to risk and better prepare you to make informed decisions that encompass a larger scope

A graphic with a white background and a red border. The text "make an" is in a small, light blue font. Below it, "INFORMED" is in large, bold, green letters, and "DECISION" is in large, bold, blue letters.

make an
INFORMED
DECISION

Initial training is not up to date today!



More importantly...

How will you grow?



Personal development
is the **CONSCIOUS**
CHOICE
to improve one's **LIFE**
to become a **better person**
and to grow as an **INDIVIDUAL**

And the public:

“It’s your career,
but it’s my life”

Why your
patients are
leading the way
in social media

CAROLYN THOMAS
www.myheartisters.org

Here’s to all the ER
nurses who convinced
me I’m not dying after
medical Web sites
convinced me I was.



someecards

Dyslexic CPR





Nurses are #1 again!

14 years as the profession with the highest ethical standards in Gallup's 2015 survey on honesty and ethics.



#1Nurse

Where can I find it?





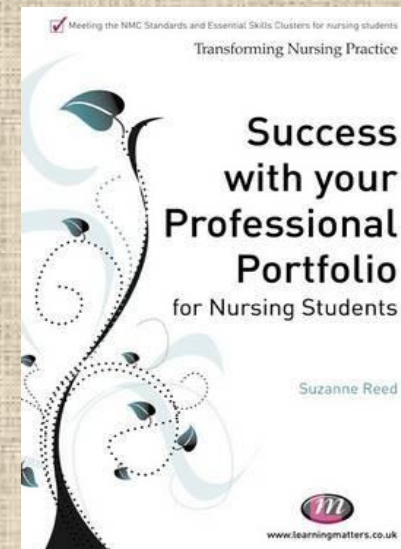
How can I help others in my organization?

- Consider a journal club
- Become a nursing education contact hour provider
- Facilitate professional meetings
- Collaborate with schools of nursing and other institutions of higher learning to provide educational programs and activities that support lifelong learning

•“The best part of learning is sharing what you know.”

— Vaughn K. Lauer

- Facilitate and participate in mentoring and succession planning
- Promote the development of nursing portfolios that display critical thinking, communication, clinical skills, and reflective practice as tools for nurses in career and professional development



Decisions
Professional Presence
Branding
VALUE
PROPOSITION
Power & Politics
MAKE YOUR MARK

IT'S YOUR
CAREER

Motivation
Reinvention
Career Path
GROWTH
Direction
Finding Next
INSPIRATION

<http://www.nursezone.com/Advancing-My-Career/professional-organizations.aspx>



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Los Angeles, here we come!

Early Bird rate now available

A photograph showing the backs of several people with their arms raised in the air, suggesting a celebratory or enthusiastic gathering. The people are wearing light-colored shirts, and the background is a bright, outdoor setting with trees.

Remember when you started your first nursing job:



“Who inspires me to be a nurse? Every nurse who doesn’t turn their back on nursing students, or graduate nurses, every nurse who acknowledges it’s ok and simply human to make foolish mistakes, every nurse who takes a moment of their time to help when you’re scared, and every nurse who remembers what it’s like to be a beginner”

– Nurse X

Precept/mentor new nurses!



Get involved in policy!



Nurses and Political Action

- Nurses, as individuals, frequently do not address political issues that affect the profession.
- A lack of knowledge of the legislative process causes them to be overwhelmed by the complexity of public policy.
- Nurses focus on clinical care and sometimes ignore larger issues, partially due to a heavy workload, but also due to a lack of understanding of how to influence public policy.

Current Legislation (2/2)

- Some of the above states include the mandatory establishment of a comprehensive violence prevention program for health care employers, but over 40 states do not include this (ANNA, 2014).
- According to a recent study in 2010, 36.6% of nurses experiencing workplace violence indicated that their employer does not have any type of workplace violence prevention training in place (Gillespie et al., 2010).



Questions?

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