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*transforming lives*

# The DNP/NP as a Leader in Healthcare Technology

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# Objectives of Program

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- Challenge students to think ‘outside the box’ through curricular initiatives.
- Assist student in developing team and behavioral skills to evaluate, plan and implement technology.
- Develop leaders to transform practice in rural settings.

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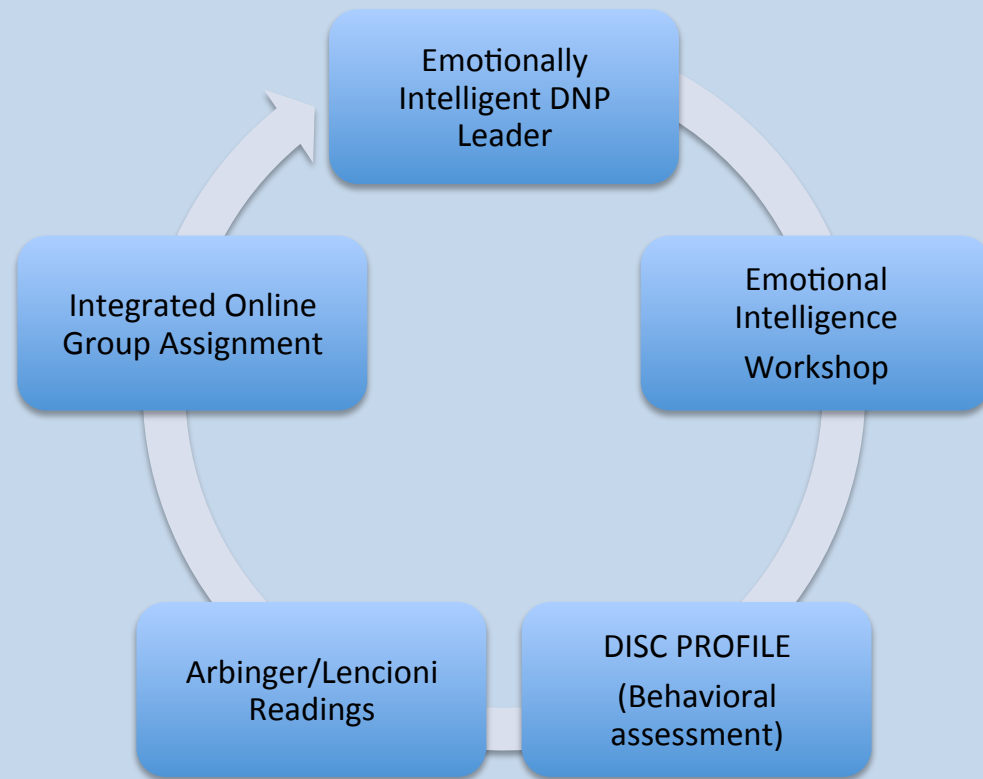
The Institute of Medicine in their report, *The Future of Nursing: Leading Change, Advancing Health* (2010), discusses the need for a new style of nursing leadership that involves “working with others as full partners in a context of mutual respect and collaboration” (p. 223).



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# ODU Leadership Model



# On Campus Workshop

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- Emotional intelligence session with exploration of the EI model
- Johari's Window
- DISC Profile
- Group interaction and discussions based on DISC profile and EI
- Plan for online Group Project that incorporates behavior into teamwork

# Emotional Intelligence

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“capacity for recognizing our own feelings and those of others, for motivating ourselves, and managing emotions well in ourselves and in our relationships”

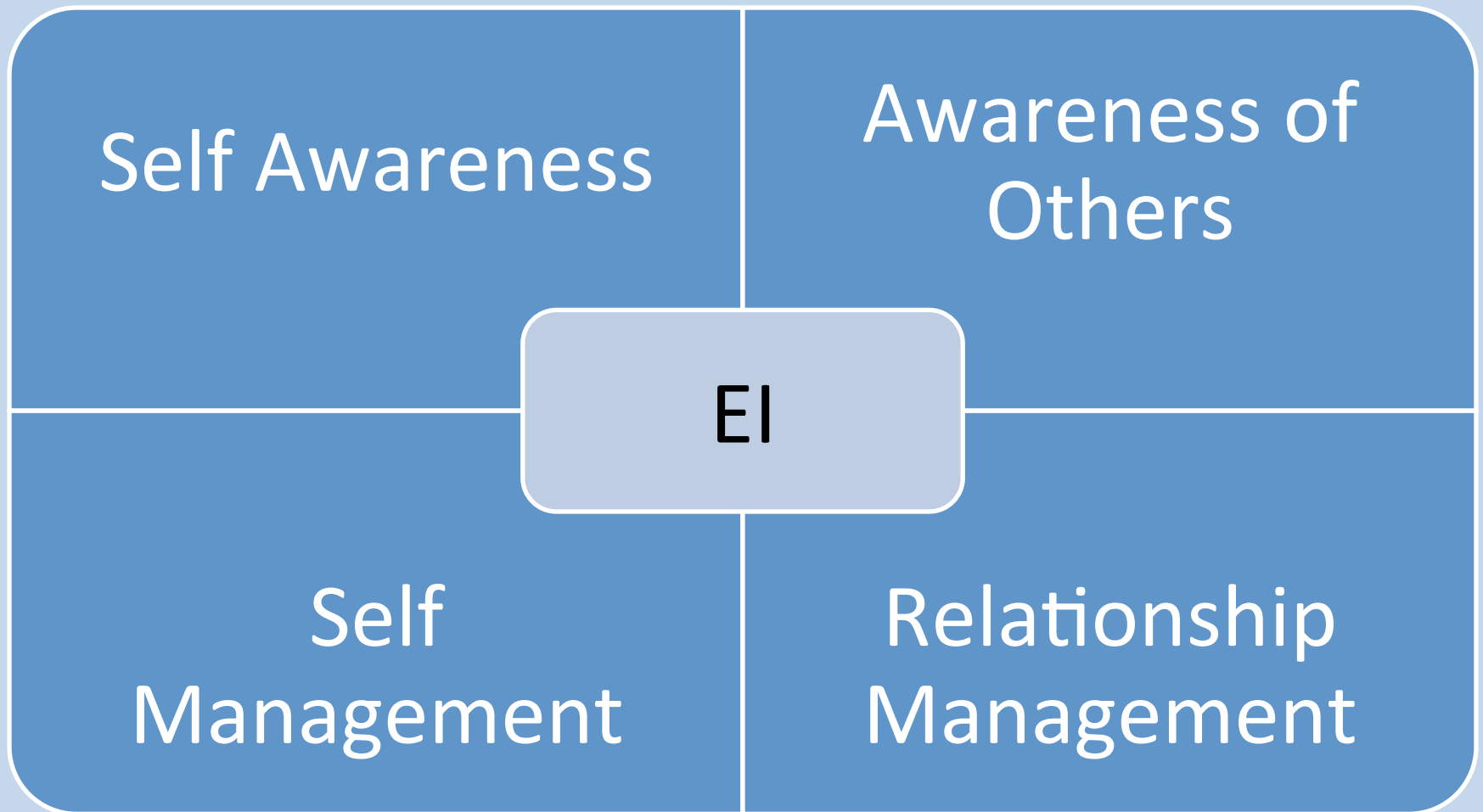
- ( Goldman 1998, p. 317).

# Emotional Intelligence

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- Model originally developed in 1990 (Salovey & Mayer and revised 1998 by Goleman).
- Widely and effectively used in business settings for managers and leaders
- Recently more visible in healthcare but rarely used in nursing leadership training
- Research indicates that EI is a greater predictor of leadership ability than IQ

# Emotional Intelligence





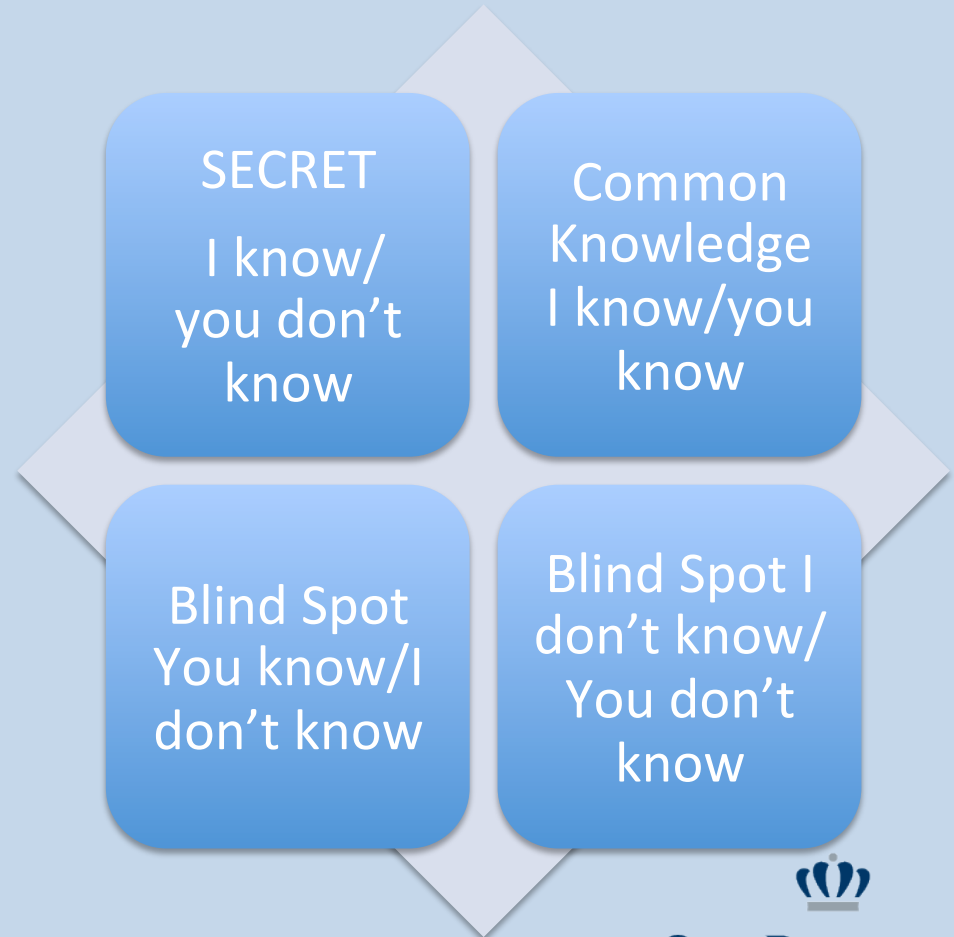
# Emotional Intelligence

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- Self Awareness: ones own emotions
- Self Management: look at alternatives to control own emotions
- Awareness of others: understand the other's perspective
- Manage the relationship: use the other 3 components to work with others

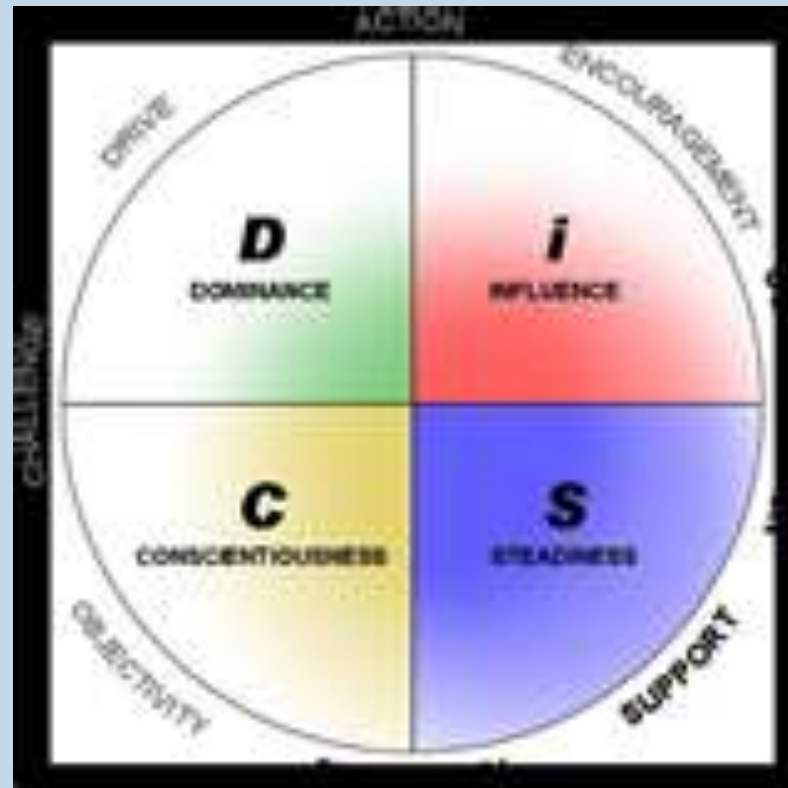
# Johari's Window

- Opportunity for students to explore what they know in relationship to others
- Very applicable to technology awareness in self and others



# DISC Profile Behavioral Assessment

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# Dominance

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- Emphasis on shaping the environment by overcoming opposition to accomplish results.
- Priorities :
  - Getting immediate results
  - Taking action
  - Challenging self and others

# Influence

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- Emphasis on shaping the environment by influencing or persuading others.
- Motivated by :
  - Social recognition
  - Disapproval
  - Loss of influence
  - Being ignored

# Steadiness

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- Emphasis on cooperating with others within existing circumstances to carry out the task.
- You will notice
  - Patience
  - Team person
  - Calm approach
  - Good listener
  - Humility

# Conscientiousness

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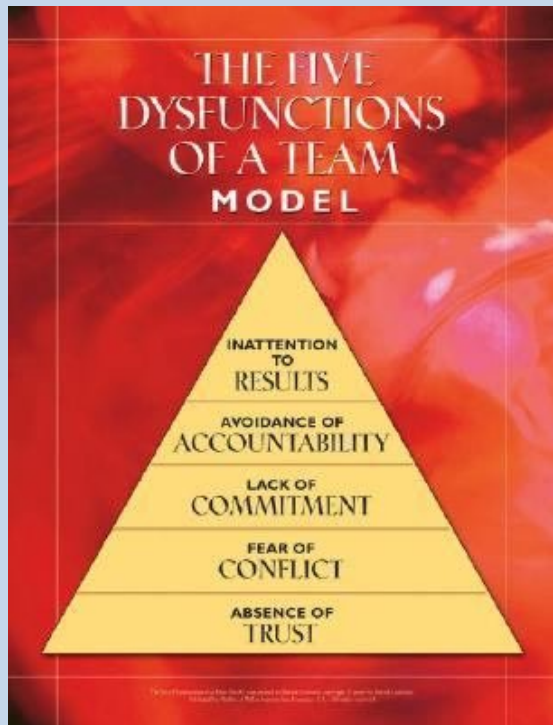
- Emphasis on working conscientiously within existing circumstances to ensure quality and accuracy.
- Fears
  - Social criticism
  - Slipshod methods
  - Being wrong

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# Readings and online discussion





# Discussion Forums

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- Application of team building and EI concepts to interdisciplinary practice
- Integration of technology into rural and other settings for coordination, consultation and information.
- DNP Leadership roles in clinical or capstone settings focusing on integration of technology

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## Team Assignment Example

Leading Implementation of the  
American Association of Pediatrics  
Breastfeeding Guidelines



**BREASTFEEDING**

*It Works!*

# Background

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- National BF rate is about 70 percent, 10 percent in one area of rural Virginia.
- Breastfeeding in rural areas is much less common due to provider lack of support and patient beliefs.
- Students were challenged to develop ways to educate providers and then patients.

# Implementation of the AAP Breastfeeding Guidelines

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- Five group members
- Built on strength of each member using DISC profile and EI training
- Roles selected during the EI workshop
- Used email, wiki, online chat for discussion to develop website for healthcare providers.
- Peer review of each person's input
- Semester long process

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# Summary

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- EI offers a new approach to educating students for the future
- Students develop an in depth understanding of behavior (both theirs and others)
- The self-aware nurse leader is able to direct multidisciplinary teams
- The DNP graduate has the skill to assess and address all components of technology from knowledge through integration to practice

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Questions?????



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