The DNP/NP as a Leader in Healthcare Technology

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Objectives of Program

• 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.
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).
ODU Leadership Model

- Emotionally Intelligent DNP Leader
- Emotional Intelligence Workshop
- DISC PROFILE (Behavioral assessment)
- Arbinger/Lencioni Readings
- Integrated Online Group Assignment
On Campus Workshop

• 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

“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

- 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

- Self Awareness
- Self Management
- Awareness of Others
- Relationship Management

EI
Emotional Intelligence

- 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
Dominance

• Emphasis on shaping the environment by overcoming opposition to accomplish results.

• Priorities:
  – Getting immediate results
  – Taking action
  – Challenging self and others
Influence

• Emphasis on shaping the environment by influencing or persuading others.

• Motivated by:
  – Social recognition
  – Disapproval
  – Loss of influence
  – Being ignored
Steadiness

• 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

• Emphasis on working conscientiously within existing circumstances to ensure quality and accuracy.

• Fears
  – Social criticism
  – Slipshod methods
  – Being wrong
Readings and online discussion
Discussion Forums

• 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
Team Assignment Example

Leading Implementation of the American Association of Pediatrics Breastfeeding Guidelines
BREASTFEEDING
It Works!
Background

• 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

- 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
www.odu-dnp.webs.com/
Summary

• 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
Questions??????