



MAKE IT RELEVANT: FACILITATED DEBRIEFING TO ENHANCE NURSE RESIDENT TRANSITION TO PRACTICE

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BACKGROUND

Safe Transition to Effective Practice "S.T.E.P." is the initial session of the professional development workshop series in the Nurse Residency Program at VUMC. The goals of this session are to:

- Gain knowledge & confidence in the nurse resident's practice setting
- Decrease apprehension related to expectations for care delivery
- Improve the ability to communicate with the healthcare team
- Incorporate former nurse residents in giving back to the program through facilitating the guided discussion

This session was developed and launched in early 2018 with a small group of nurse residents as an additional workshop addressing the concerns about potential ineffective transition and lack of connection to the Nurse Residency Program.

Feedback from participants and facilitators indicated high satisfaction from nurse residents, development of a sense of belonging within the Nurse Residency Program and VUMC, and an ongoing interest from former nurse residents in facilitation of future events. The session was subsequently incorporated into all cohorts of nurse residents as the first workshop following completion of unit-based orientation.

CHANGE IDEA

Agenda for Session:

- Facilitator orientation (15 min)
 - Tips for guiding discussion
 - Ground rules
- Team building activity/ice breaker (30-45 min)
 - Puzzle activity with a variety of instructions
 - Introduce group to one another
 - Provide opportunity to build community prior to discussion
- Guided discussion (see facilitator guide tool) (60-90 min)
- Wrap-up discussion (30 min) – each group shares:
 - Wins in practice and impact on patient care
 - Concerns or challenges related to orientation
 - Practical suggestions
- Cards (10 min)
 - Nurse residents write why they chose nursing and where they hope to be in one year
 - Cards are sealed, collected and given back to them at the end of their first year

Small Group Setup

- 8-15 nurse residents
- 1-2 facilitators
- Pair more experienced facilitators with new facilitators
- Nurse Residency Team Leader rounding on groups to answer questions

Criteria for Former Nurse Resident Facilitators:

- Minimum of six months experience
- Successful participation in program to date
- **Initial selection of facilitators was based on recommendation from unit leadership; with increased group sizes and facilitator needs the Nurse Residency Program transitioned to a volunteer sign-up filtered by the above criteria.*

Acknowledgement

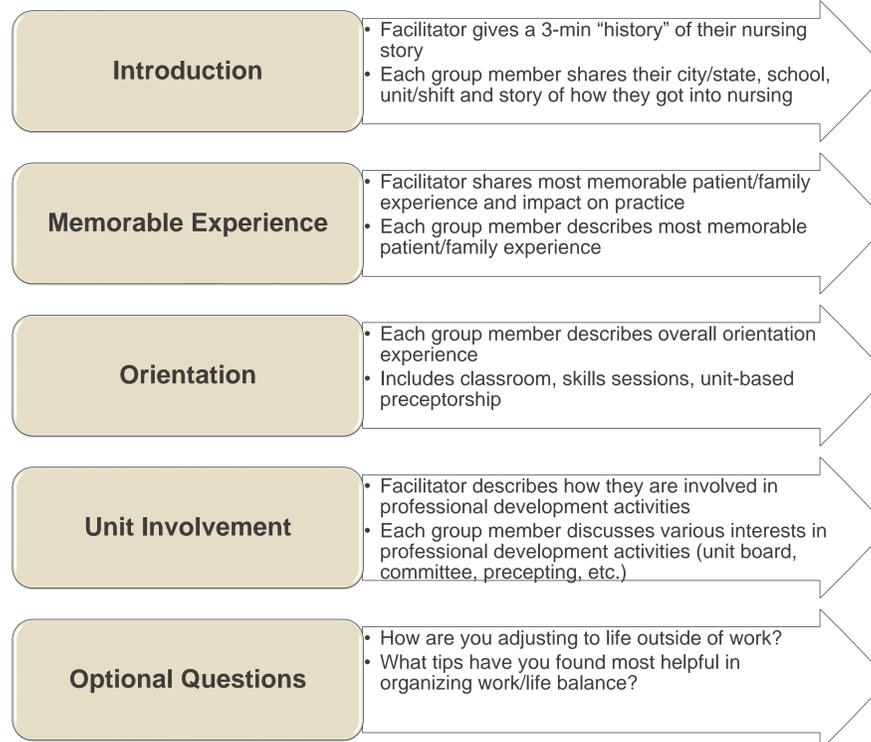
VUMC Nurse Resident Facilitators

VUMC Nurse Residency Team: Johnny Woodard MSN, RN-BC; Josie McDonald BA; Kara Gordon MSN, RN; Kelly Ernst MSN, RN-BC; Nikki Graham MSN, RN-BC; Sandra Sanker BS; Suzanne Brock BS

Questions? Contact nurseresidency@vumc.org or www.VanderbiltNursing.com



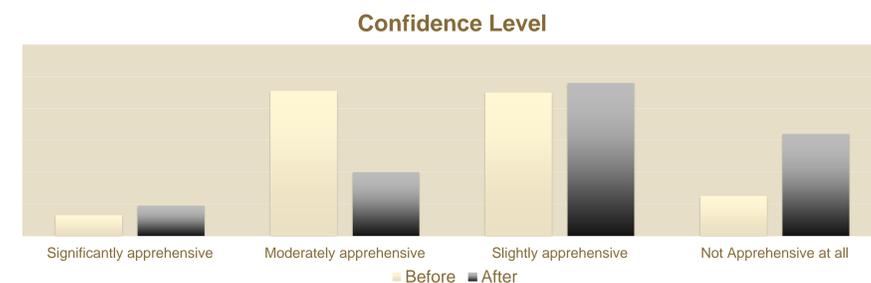
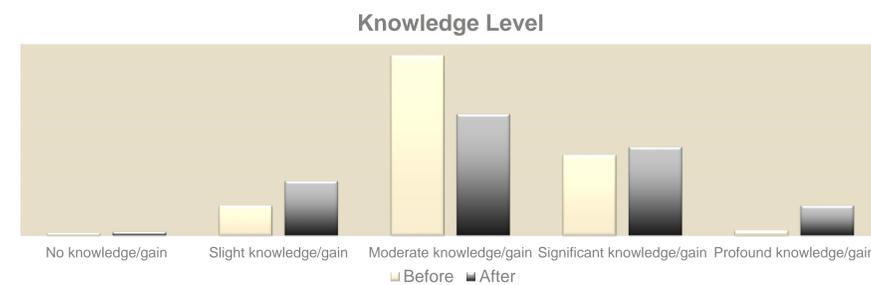
FACILITATOR GUIDE TOOL



OUTCOME DATA

Fast Facts:

- 6 – 8 sessions per year
- >500 participants total, group sizes range from 24 – 93 per session
- >50 facilitators, 9 with multiple facilitation experiences
- Completed survey results from nurse resident participants (n=219)



BARRIERS & GOALS

Barriers:

- Resources required (salary for facilitators, supplies for participants)
- Time and space constraints
- Large groups (>100)
- Matching facilitators and nurse resident participants for long-term follow-up

Goals:

- Include additional quality outcome measurement (confidence, skills in time management and delegation, nurse resident satisfaction)
- Expand the group facilitator role to include discussion of scenarios connected to transition shock, time management, and delegation
- Incorporate ongoing mentorship as part of the facilitator role

CONCLUSIONS

Nurse Resident Conclusions:

- About Themselves:
 - “Learning what experiences my peers were going through helped me feel more on par with the expectations of me.”
 - “Hearing everyone’s stories gave me ideas on how to improve my practice and be a better nurse.”
 - “I have gained better relationships with other residents.”
- About the Facilitators:
 - “I really appreciated their insight as nurse residents further along in the process.”
 - “Awesome facilitators. Really cared to help and answer questions.”
 - “Good to talk to someone who has been through it.”

Facilitator Conclusions:

- “It’s nice to remember where I started and see how far I’ve come.”
- “It’s wonderful to give back to the program and help the new nurses.”
- “I had so much fun and left feeling really refreshed.”

Nurse Residency Program Conclusions:

- Facilitation of a sense of belonging for nurse residents through small group discussion
- Value of integrating former nurse residents into facilitator role
- Potential to expand session to include nurse wellness

REFERENCES

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