CVICU

PROFESSIONAL DEVELOPMENT PATHWAYS

- Leadership
- Research & Quality Improvement
- Education & Professional Development
- Clinical Excellence
## Leadership & Management

### Goals

- **Tier 1**
  - To increase influence through effective communication and relationship building
  - To discover and leverage leadership style towards organizational goals

- **Tier 2**
  - To prepare to lead, execute, and evaluate organizational initiatives

- **Tier 3**
  - To effectively plan, implement, and evaluate quality improvement project based on pillar goals

### Skills Developed

- Communication
- Collaboration
- Insight
- Coaching
- Influence
- Change Management
- Conflict Resolution
- Strategic Thinking
- Project Management

### Adjunct Curriculum

- StrengthsFinder online
- Preceptor Treasures Workshop
- Board Basics
- S3: Success, Strategy, and Scope of Nursing Leadership
- Project Management 101
- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice

### Unit Specific Tasks

- Participate in unit or organizational committee
- Precept
- Participate in: unit/organizational project for process improvement or project development for professional body or community organization
- Develop and implement unit-based quality improvement project
- Vanderbilt Observational Experience (VOE)

Contact your unit educator, CSL, or manager regarding tier achievement criteria and other professional development opportunities. Access the Learning Exchange (LMS) for curriculum opportunities and details.
PROFESSIONAL DEVELOPMENT
NURSING PATHWAYS
CVICU

Leadership & Management

GOALS

To develop effective communication strategies to facilitate learning

To appreciate adult learning theory as it relates to onboarding and professional success

To identify and contribute to learning opportunities in the unit

To design, implement and evaluate a new education initiative in the unit

SKILLS DEVELOPED

• Communication
• Coaching
• Insight
• Leadership

• Clinical Expertise
• Scholarship
• Critical Thinking

• Project Management
• Curriculum Development and Evaluation
• Assessment Strategies

• StrengthsFinder online
• Preceptor Treasures Workshop

• Introduction to the Eskind Library
• Evaluating Resource Credibility for Evidence-Based Practice

• Project Management 101
• Educator Development Program
• Introduction to Curriculum Design and Evaluation

UNIT SPECIFIC TASKS

• Participate in unit or organizational committee
• Precept

• Assist with department Skills Days or New User Classes
• Address a learning need with an Evidence-Based Practice flyer, article, poster or presentation

• Create learning objectives
• Design and implement an education initiative to meet desired objectives
• Present evaluative data
• Vanderbilt Observation Experience

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Clinical Excellence

Research & Quality Improvement

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VANDERBILT UNIVERSITY MEDICAL CENTER
Research & Quality Improvement

**GOALS**

**Tier 1**
- To identify potential nursing research projects within the unit
- To conduct focused literature review and evaluate quality research

**Tier 2**
- To develop research question
- To collect and analyze data quality
- To evaluate ethical considerations in study design

**Tier 3**
- Advocate for Evidence-Based Practice changes within area of specialty
- Disseminate research

**SKILLS DEVELOPED**
- Critical research appraisal
- PICO question development
- Data synthesis and analysis
- Project management
- Advocacy

**ADJUNCT CURRICULUM**
- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice
- HRPP Basic Module
- Survey and Questionnaire Design
- Project Implementation: A Standardized Process
- Project Management 101

**UNIT SPECIFIC TASKS**
- Attend research conference
- Participate in Literature Review Club or Nursing Research Committee
- Develop a research question (PICO) related to area of specialty
- Perform a literature review related to PICO question
- Contact Nursing Research to assist with survey design
- Design and implement a research project related to a PICO question
- Vanderbilt Observational Experience (VOE)

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Clinical Excellence

**GOALS**

**Tier 1**
To develop advanced assessment and clinical reasoning skills

**SKILLS DEVELOPED**
- Develop advanced assessment and clinical reasoning skills

**Adjunct Curriculum**
- Advanced Nursing Assessment
- Skin Champion Training

**Unit Specific Tasks**
- Function in a resource role in area of specialty
- Assist with clinically-relevant quality improvement projects
- Become a Skin Champion

**Tier 2**
To develop expertise on advanced therapies in unit

**SKILLS DEVELOPED**
- Develop increased clinical expertise in area of specialty

**Adjunct Curriculum**
- Super-Users Trainings
- Certification Review Course
- Certification Practice Exam

**Unit Specific Tasks**
- Obtain certification in area of specialty
- Become a Super-User on advanced therapies
- Assist with Skills Days and New User Classes on advanced therapies

**Tier 3**
To develop advocacy and leadership skills to improve patient care delivery

**SKILLS DEVELOPED**
- Develop advocacy and leadership skills to improve care delivery in area of specialty

**Adjunct Curriculum**
- Introduction to the Eskind Library
- Evaluating Resource Credibility for Evidence-Based Practice

**Unit Specific Tasks**
- Participate in organizational or community task force or improvement project
- Assist with Skills Days and New User Classes on advanced therapies

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