Surgical Intensive Care Unit

PROFESSIONAL DEVELOPMENT NURSING PATHWAYS

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

VanderbiltNursing.com
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
- Train for Help All role
- Participate in: unit/organizational project for process improvement (UB Quality sub-committee)
- or - project development for professional body or community organization
- Develop and implement unit-based quality improvement project
- Vanderbilt Observational Experience (VOE)
- Train for RSL

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.
**Leadership & Management**

- Communication
- Coaching
- Insight
- Leadership

**StrengthsFinder online**

**Preceptor Treasures Workshop**

**Participate in Unit Board Education sub-committee**

**Precept**

**Clinical Expertise**

**Scholarship**

**Critical Thinking**

**Introduction to the Eskind Library**

**Evaluating Resource Credibility for Evidence-Based Practice**

**Assist with SICU Skills Days or New User Classes**

**Address a learning need with an Evidence-Based Practice flyer, article, poster or presentation**

**Project Management**

**Curriculum Development and Evaluation**

**Assessment Strategies**

**Project Management 101**

**Educator Development Program**

**Introduction to Curriculum Design and Evaluation**

**Create learning objectives for an identified SICU learning opportunity**

**Design and implement an education initiative to meet desired objectives**

**Present evaluative data**

**Vanderbilt Observation**

**Research & Quality Improvement**

- 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 evaluate quality of unit’s nursing care as it relates to Evidence-Based Practice
- To design, implement and evaluate a new education initiative in the unit

**Contact your unit educator, CSL, or manager regarding tier achievement criteria and other professional development opportunities.**

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Research & Quality Improvement

**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 Bedside Matters presentation
- Attend Now Trending sessions
- Participate in Literature Review Club or Nursing Research Committee
- Develop a research question (PICO) related to SICU nursing care
- 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) with a Research nurse

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PROFESSIONAL DEVELOPMENT
NURSING PATHWAYS
Surgical Intensive Care Unit

Clinical Excellence

GOALS

Tier 1
To develop advanced assessment and clinical reasoning skills

Tier 2
To develop expertise on advanced therapies in unit

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

SKILLS DEVELOPED

• Develop advanced assessment and clinical reasoning skills

• Develop increased clinical expertise in area of specialty

• Develop advocacy and leadership skills to improve care delivery in area of specialty

ADJUNCT CURRICULUM

• Advanced Nursing Assessment
• Skin Champion Training

• Super-Users Trainings
• Certification Review Course
• Certification Practice Exam

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

UNIT SPECIFIC TASKS

• Function in a resource role in area of specialty
• Assist with clinically-relevant quality improvement projects
• Become a Skin Champion

• Obtain certification in area of specialty
• Become a Super-User on advanced therapies
• Assist with Skills Days and New User Classes on advanced therapies
• Train for Help All role

• Participate in organizational or community task force or improvement project
• Assist with Skills Days and New User Classes on advanced therapies

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.