



# Strategic Visioning With Stakeholders

---

Name

Institute

NURS-FPX6210

Prof.

Date

# Framework of the Strategy

A major challenge for the health and medical industry is the chronic shortage of nursing staff, which is only growing worse. However, the supply of qualified nurses has been unable to keep up with the increasing requirement for medical assistance.

Executives and leaders in the medical industry are responding by trying to find resolutions to this issue so that there is an adequate supply of nurses to meet the increasing need.

A 5-year strategy for growing and retaining numbers of RNs is called a strategic plan. Enhancing the nursing staff's expertise and abilities while promoting collaboration between disciplines will enable nursing staff effortlessly implement structured evidence-based practices and fully guarantee the patient's experience.

# Strategic Objectives



Major Aims	Target Expansion	Goal Breakdown	
		1 year	5 years
Addition of workforce	By 15%	5%	25%
Comprehensive orientation and training	Every 6-months	15%	25%
Educational programme	Twice a month	15%	35%
Boost nursing staff retention	By 25%	10%	25%
Boost RNs' satisfaction with their work environment	Reducing burnout rate and strengthening work environment	fewer psychological problems	fewer psychological problems
Communication and teamwork improvements	By 45%	15%	45%
Institutional engagement having improved	By 35%	10%	35%
Deployment of the Plan	Yearly evaluation	Planned development	Planned development

•Progress of the timeline from 1 – 5 years

# Stakeholders and the Plan of Action

---

The "SWOT analysis" is considered when designing the strategy with the intention of coordinating the approach with the Intermountain Healthcare System (IHS).

Adjustments are monitored, stakeholders are engaged in the areas that are crucial for carrying out the plan and maintaining a course of action, and the assumptions that underpin the strategies are identified.

# Plan of Action

a 15% spike in the proportion of skilled registered nurses.

recruitment and screening strategies to draw in experienced and knowledgeable nursing staff.

Plan for extensive training and introductions every two years.

courses for current staff development.

25% increase in nursing retaining employees.

By creating an environment of cooperation and providing adequate resources, you may enhance working conditions for nurses.

Cooperation and dialogue

Annual evaluation and review .

# How the Goals can be Achieved



# How the Goals can be Achieved



## Hiring process

- The plan is increasing the hiring process with hiring skilled and educated nurses by continuous hiring while giving fresh graduate opportunities aswell.



## Intensive training

- Bi-annual training and assessment to see the progress of the training to help the nurses get training to present skills.



## Education and development

- Education and growth opportunities by keeping the learning scope high such as nurses in training will be aloted supervisors to ensure that they attend the seminars and workshop and implemnet the learning. Along with providing learning courses or modules for nurses to stay in touch with learning.



## Improving the working conditions

- The goal will be achieved by providig counselings to the nurses and acceses to mental health to reduce the instance of burnout and fatigue among them while regualting their working time, ensuring positive environment and supportive colleagial surrounding.



## Effective Communication

- Effective communication and collabiration between the organization and nurses will be ensured through open forums, feedbacks and conflict reolutions while the communication between pateints and nurses will be catered through laerning and educational development as more skilled nurses will have better rappprt with their patients making the communication and pateint acre more smooth and effective.



## Evualution

- Performance evaluation to prvide bonuses and intensive will be carried out to motivate the nurses while being additive advcantage of staying in the organization for longer run. Along with that, feedback on organztaional policies and evaluation of the oragnational culture and policies will provide more association between the individuals and organization.



# Assessment of the Strategy Plan



Pre-evaluation of the organisation to establish a benchmark under which its effectiveness will be assessed.



annual post-evaluation of the strategy and the modifications that have been implemented.

# Relevant cultural, ethical, and regulatory considerations

Focused recruitment strategies that aim to draw highly qualified and multicultural nursing staff to the care environment are in line with the cultural norms already in place.

In order to guarantee that carers are honored and respected and are provided with the means they do need deliver their patients the highest quality of care, it is ethically necessary to create a positive work atmosphere for nursing staff.

The value that technology plays in maintaining employees and giving our nursing workforce chances for continued training and professional development will help to guarantee that they have the expertise and understanding needed to deliver safe and efficient care. This objective demonstrates the institution's dedication to leveraging technology and the most recent healthcare procedures to enhance clinical outcomes.

The suggested strategy objectives and results are intended to adhere to the relevant medical laws, standards, and guidelines. For instance, the institution's dedication to fulfilling the rising demand for medical amenities while remaining consistent with staffing rules is shown in the aim of expanding the number of extremely experienced nurses RNs in our care facility by 25% in the following five years.

The objective of routinely assessing how our workforce programmes are impacting health outcomes and modifying our strategy as necessary is in line with the institution's duty to satisfy regulatory obligations and enforce adherence with medical laws and regulations.



# Leadership's Function in the Outlined Strategic Approach



**The suggested approach must include leadership traits and abilities that are in accordance with the tactical objective in order to be implemented and managed.**



**The implementation of the strategy is greatly impacted by the position of a professional nurse.**



**The following traits can aid in the prominence of nurse leaders:**

a captivating vision that is clear.

Successful communication.

Collaboration.

Critical reasoning and problem-solving

Compassion and understanding

Ability to adapt



# Conclusion

- An effective leader must have strategic vision, organizational skills, teamwork and cooperation, flexibility and adaptation, and rational reasoning, and compassion in order to carry out the strategy plan and maintain the policy vision. The leader can also be a mentor who can motivate and encourage team members, create a great work atmosphere, and eventually accomplish the strategic objectives by demonstrating certain skills and traits of leadership.

# Reference

- Cohen, R. G., Cooke, D. T., Erhunmwunsee, L., Krohn, C., Sudarshan, M., Wallace, A., & Moffatt-Bruce, S. (2023). Cultural Diversity, Bias, and Patient Safety: A Case-Based Discussion. *The Annals of Thoracic Surgery*, 115(3), 555-561.
- Dirks, J. L. (2019). Effective strategies for teaching teamwork. *Critical care nurse*, 39(4), 40-47.
- Flores, N., Moret-Tatay, C., Gutiérrez-Bermejo, B., Vázquez, A., & Jenaro, C. (2021). Assessment of occupational health and job satisfaction in workers with intellectual disability: A job demands–resources perspective. *International journal of environmental research and public health*, 18(4), 2072.
- McMillan, K., & Perron, A. (2020). Change fatigue in nurses: A qualitative study. *Journal of Advanced Nursing*, 76(10), 2627-2636.
- Rasheed, M. A., Hussain, A., Hashwani, A., Kedzierski, J. T., & Hasan, B. S. (2022). Implementation evaluation of a leadership development intervention for improved family experience in a private paediatric care hospital, Pakistan. *BMC Health Services Research*, 22(1), 1-17.

Thank you

