



SAMPLE

CAPSTONE PROJECT NURSING SAMPLE

FUTURE NURSE EXECUTIVE

There is growing evidence in nursing about the impact of a healthy work environment on organizational performance, improved patient outcomes, staff satisfaction, and retention.

Institutions such as the American Association of Critical-Care Nurses, the International Council of Nurses, and the American Nurses Credentialing Center have outlined the criteria that can be used to characterize a healthy working environment.

The major coalition of all nursing coalitions in the USA, Nursing Organizations Alliance, outlined the following nine key elements to present a healthy work environment:

- » Communication rich culture.
- » The culture of accountability.
- » Collaborative practice culture
- » Enough qualified nurses
- » Good leadership.
- » Shared decision-making.

Encouragement of professional practice and continued growth/development.

Recognition of the value of nursing's contribution.

Recognition by nurses for their meaningful contributions to practice. (Nursing Organizations Alliance, 2004).

Although there have been efforts to identify what needs to be done in healthy environments for the development and well-being of the nurses, the Nursing Organizations Alliance's key elements have remained challenging for many organizations due to the current turbulence in healthcare environments. The strong and proper establishment of healthy environments requires strong nursing leadership at all levels. Changes have occurred in the nursing practice and the roles of the nurse manager over the past decades; they include staffing, multiple unit management, and increased responsibility on the budget and regulatory compliance (Shirey & Fisher, 2008). Therefore, nursing leadership needs enforcement at all levels. Since a healthy work environment is achieved at all

levels, current and future nurses and nurse manager roles need mentoring and development to develop their leadership skills necessary for supporting and developing a healthy work environment.

1. Identification of Educational and Career Goals

The major changes in the U.S healthcare systems and practice environments require equal changes in the education of nurses both before and after receiving their licenses. The Nursing Organizations Alliance has set forth a vision of the health care systems that will depend on the transformation of the roles and responsibilities of the nurses.