PACU Leadership Meetings

**Purpose:** The Perianesthesia Care Unit (PACU) had been through multiple managers over the past 2 years. A new manager was hired. She believed in utilizing the resource nurses, clinical nurse specialist and charge nurses to work on projects and facilitate improvements and provide a foundation for teamwork.

**Description:** The PACU leadership team consisted of a nurse manager, 3 resource nurses, 2 lead charge nurses and a clinical nurse specialist. When she first arrived, the manager began by assessing departmental processes and items which lacked basic functionality. She then developed a work plan with timelines, projects, and assigned personnel. The PACU leadership team began meeting every 2 weeks to review the work plan, progress, issues, and discuss opportunities for improvement.

**Evaluation and Outcomes:** The PACU leadership meeting turned into a team building process. The meetings were about the work plan and round table of sharing information. Meetings quickly turned into a way of succession planning. Each member was assigned responsibility and ownership for specific projects to help develop them and advance their skills. The PACU leadership began to do quarterly team building outings to keep up-beat morale.