

**Nurse Led Collaboration and Innovation:  
Fostering a Surge in Staff Autonomy with Enhanced Communication Resources**

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**Background Information:** An important aspect of Magnet designation is striving to improve patient outcomes by fostering autonomy amongst nurses. Communication in the perianesthesia area was inconsistent and unreliable leading to repetitive questions. There was a need to establish a standardized communication processes that would provide staff with easily accessible and up-to-date unit information.

**Objectives of Project:** To improve the delivery of readily available, accurate information through the use of visual resource guides enabling perioperative staff to take ownership of unit centered issues to create a safer, efficient, and more productive work environment.

**Process of Implementation:** The Perianesthesia Clinical Lead Group identified the need to better delineate unit specific information patient census and special patient centered considerations, staffing, and equipment issues, and improve communication practices. They collaborated with the Quality Improvement Manager to create new communication tools to address identified staff and unit needs through two Visual Management Boards and a Phone Tree Badge Buddy.

**Daily Visual Management Board:** Color coded, white board displayed providing staff with 'at a glance' unit information

**Procedural Board:** Dry erase magnetic board listing RN staff and color-coded competency status for PACU procedures

**Phone Tree Badge Buddy:** Frequently called departments with phone number and pager information

**Statement of Successful Practice:** Visual management boards and badge buddy cards are now available in each unit and to each staff member. Staff has reported to feel more prepared for the patient population being cared for in a workday and aware of challenges and enhancements in the unit. Staff have reported feeling more able to find information to autonomously deal with issues that arise on the unit which reduces duplication of work.

**Implications for Advancing the Practice of PeriAnesthesia Nursing:** Perianesthesia nurses are in a unique position to develop cost effective, innovative communication tools that enhance non-verbal communication to create a safer, efficient, and more productive work environment.