

From Paper to Personalized: Transforming Perianesthesia Onboard Planning with Technology

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Abstract Background Information: Historically, the onboarding process across the Outpatient Procedure Center Perianesthesia units was paper-based and highly variable, even within the same unit. New hires often received different education and attended different classes, depending on the individualized onboarding process they were assigned. This lack of standardization led to fragmented and inconsistent onboarding experiences, making it difficult to ensure uniform competency and preparedness across staff. The variation wasn't just between locations but even among team members working side by side.

Objectives of Project: To implement a standardized, technology-enhanced onboarding framework that ensures consistent onboarding across Outpatient Procedure Centers, while allowing tailored customization to support individual staff competencies.

Process of Implementation: The education team collaborated to digitize and standardize the Perianesthesia onboarding planning process. The first step was consolidating all existing methods and identifying similarities, differences and gaps in each method. Once converged we focused identifying those items that were "how it's always been done" to components that supported our ASPAN standards, institutional policies, and Joint Commission expectations. Once we identified required elements, we transformed them into a technology-enabled framework featuring interactive documents and storage space to unify and collaborate effectively. Creation of standardized orientation guide, auto-populating calendar, required learning curriculum and competencies unique to each role, and embedded feedback loops. This unified system not only aligned with each other to replace fragmented paper tools but provides transparent updates to all stakeholders to create a more efficient and consistent onboarding experience.

Statement of Successful Practice: The implementation of a technology-driven, standardized onboarding planning process fostered stronger collaboration among educators, resulting in a more unified onboarding experience. This collective approach reduced repetitive efforts across units and ensured that all staff received consistent, high-quality content regardless of location or role. By aligning educational resources and methods, the process supports a more efficient and equitable onboarding framework.

Implications for Advancing the Practice of Perianesthesia Nursing: This onboarding process demonstrates how technology can effectively integrate personalization and standardization within planning workflows. By using digital tools and collaborative input from educators, it supports onboarding tailored to individual learning needs while fostering transparency, accessibility, and centralized coordination across teams.