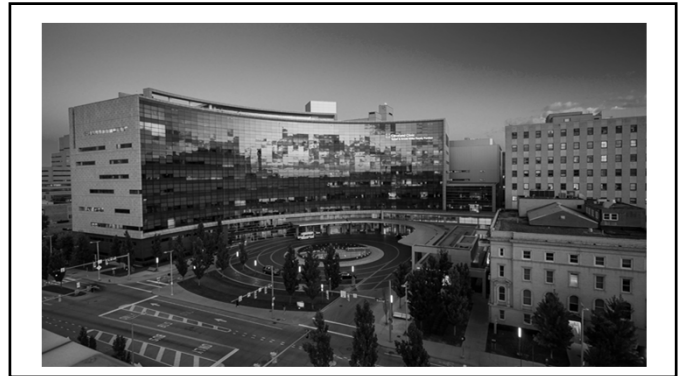


Mentorship in the PeriAnesthesia Unit: Growing *Today's* Leaders

Angela Sotka, BSN, RN, CPAN
Toni Zito, MSN, RN, CPAN, FASPAN
Session #105
April 10, 2022

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2

Our Worldwide Locations



3



4

12 Ohio Hospitals



5

28 Ohio Ambulatory Centers



6



7

Enterprise Statistics

| | |
|---|--|
| 67.5K CAREGIVERS WORLDWIDE | >220 OUTPATIENT LOCATIONS |
| 4,520 PHYSICIANS & SCIENTISTS | 18 HOSPITALS |
| 10M ANNUAL VISITS | 6,026 BEDS |

YEAR-END 2019

8

Care for Patients

| | |
|---------------------------------------|--|
| 255K SURGERIES & PROCEDURES | 309K ADMISSIONS & OBSERVATIONS |
| 2.4M UNIQUE PATIENTS | 884K EMERGENCY DEPARTMENT VISITS |
| 10M OUTPATIENT VISITS | 59K VIRTUAL VISITS |

YEAR-END 2019

9

Our Clinical Institutes

- Anesthesiology
- Cole Eye
- Cleveland Clinic Children's & Pediatric
- Cleveland Clinic Community Care
- Dermatology & Plastic Surgery
- Digestive Disease & Surgery
- Emergency Services
- Endocrinology & Metabolism
- Head & Neck
- Miller Family Heart, Vascular & Thoracic
- Imaging
- Neurological
- Ob/Gyn & Women's Health
- Orthopaedic & Rheumatologic
- Pathology & Laboratory Medicine
- Respiratory
- Taussig Cancer
- Glickman Urological & Kidney

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Cleveland Clinic Hillcrest Hospital

- 502 bed hospital
- 26,000 admissions
- 4,000 newborn deliveries
- 60,000 emergency visits
- 1,000 physicians on staff
- 1,200 nurses on staff

12

| | |
|--------------------|-------------------------|
| Perioperative Unit | 21 Operating Rooms |
| | 54 Total Pre/Post Beds |
| | 19 Dedicated PACU beds |
| | 20,000 Surgeries a year |
| | 55 Nurses |
| | 8 PCNAS/SST |
| | 5 HUC/Clerical |

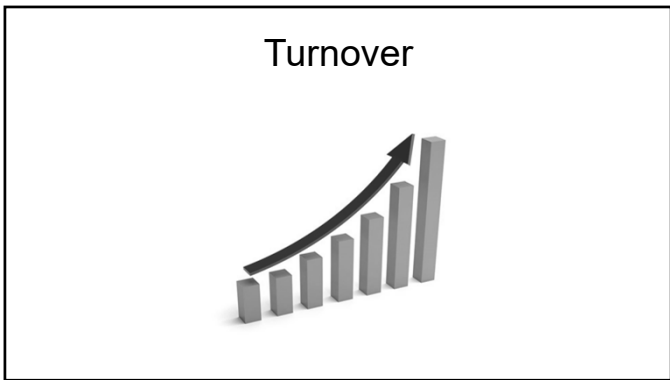
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- ### Learning Objectives
- Identify issues that contribute to nurses leaving the perianesthesia environment
 - Illustrate the need for the role of an advanced clinical nurse
 - Highlight differences between a clinical leader and an assistant nurse manager
 - List duties and responsibilities of the roles

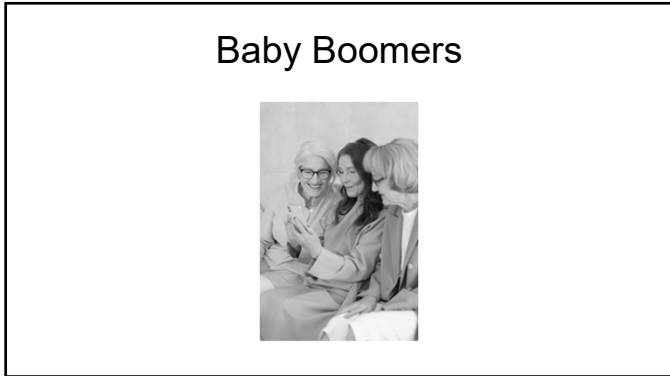
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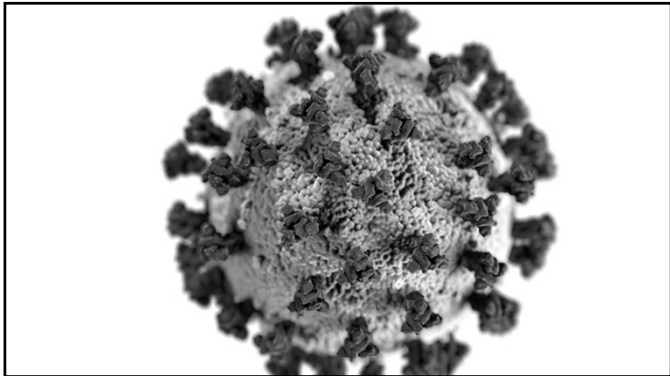
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The Lure of Travel

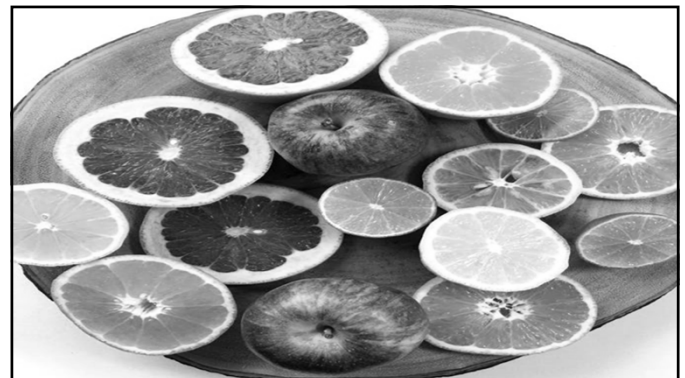
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Problem Statement

- There are not enough experienced PACU nurses joining our team.




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Problem Statement


- The needs of the patients are becoming more complex.



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Problem Statement

- People want to lead, but not necessarily want to become managers.



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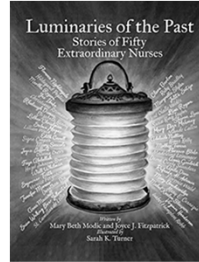
Problem Statement

- There is a clear orientation pathway to the minimal level of competency, but after that, what? I want to be a clinical nurse.



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Luminaries of the Past Stories of Fifty Extraordinary Nurses



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Leadership

“I believe strongly that nursing is a practice discipline. We are involved in direct patient care, education, administration, leadership and research to continuously improve patient care” Joyce Hoyt Clifford

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Cleveland Clinic

The Stanley Shalom Zielony Institute for Nursing Excellence

Mission

To be the global leader in the professional practice of nursing through education, research, innovation, collaboration and quality care where compassionate caregivers excel and patients are first.

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Cleveland Clinic

The Stanley Shalom Zielony Institute for Nursing Excellence

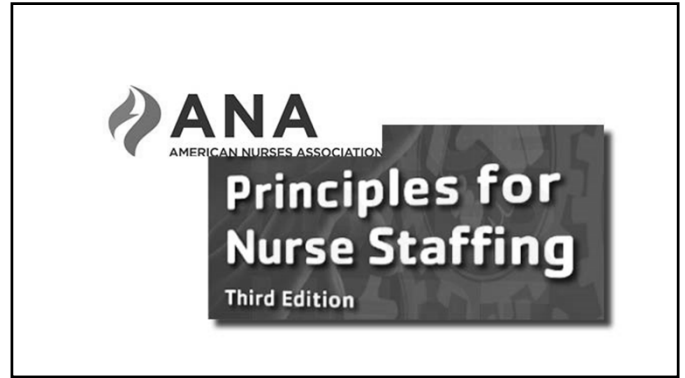
Vision

Cleveland Clinic Nurses:
“Delivering on the Promise of World Class Care”

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Pre Implementation Structure

- Director
- Nurse Manager
- ANM
- Charge Nurse
- Anesthesiologist/Coverage
- Where is the bridge



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Cleveland Clinic


LEADER BEHAVIORS

- LEAD CHANGE
- DRIVE RESULTS
- INSPIRE & COACH
- CONNECT TEAMS

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Roles and Responsibilities

- Charge nurse-unit level-throughput
- ANM-practice environment
- Clinical Nurse Leader-bedside

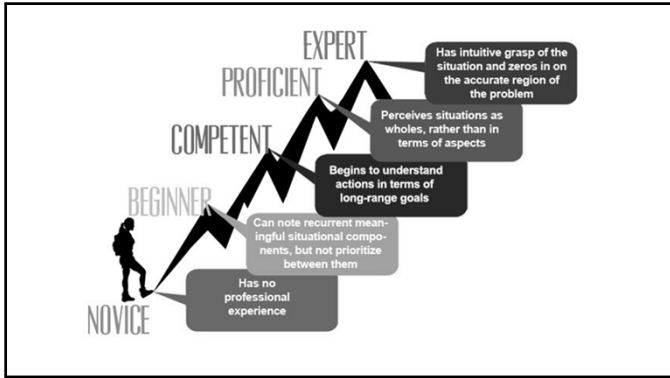


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Requirements for the role

- Demonstrated clinical excellence
- Documentation leader (not afraid of computers)
- Certification or certification within one year
- Communication Skills
- Patient Advocacy Skills
- Previous Team Leader
- Assist with Transition of Care

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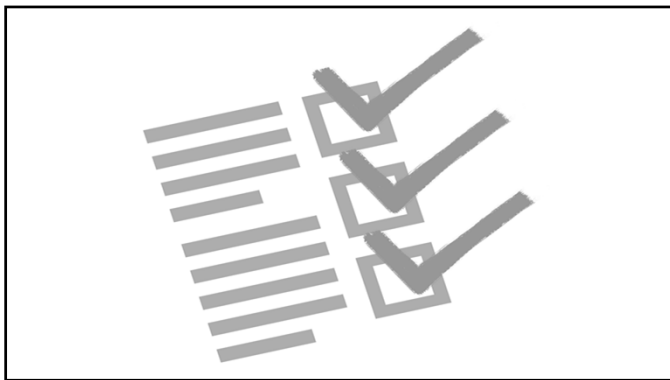


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Novice to Expert




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Communication and Relationship Building


Manager
Clinical Leader



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Knowledge of the HealthCare Environment


Manager
Clinical Leader



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Leadership

Manager
Clinical Leader



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Professionalism

Manager

Clinical Leader



43

Business Skills and Principles

Manager

Clinical Leader



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Competency Exemplars

Manager

Clinical Leader

45

Cleveland Clinic



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LEAD CHANGE

47

DRIVE RESULTS

48

INSPIRE AND COACH

49

CONNECT TEAMS

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Cleveland Clinic Stanley Shalom Zielony Nursing Institute Professional Practice Model



4 Overarching Themes

- Strategic leadership
- Engagement
- Professional governance
- Team of teams

4 Quadrants

- Quality & safety
- Relationship-based culture
- Professional practice & development
- Research, evidenced-based practice and innovation

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What's In It For Me?

- Ability to lead/teach daily clinically
- Assuring safe quality patient care
- Giving back to the profession, fulfilling professional responsibility
- Scheduling flexibility/priority (needs of the unit)
- Elevating role of the bedside nurse

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Challenges

- Staffing Matrix
- Staff Schedule Changes

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