

## How is your Magnet Readiness?

If you have followed the Magnet newsletters and updates, you have learned about the basic qualities that exemplify a Magnet organization. You are familiar with the key elements of a Magnet organization which are: Transformational Leadership, Structural Empowerment, Exemplary Professional Practice, New Knowledge, Innovations, and Improvements, and Empirical Outcomes. Providing examples of each of these elements within in your daily work is beginning to be second nature.

If you're reading this and completely lost, never fear! We have everything you need right here. And you WILL need it. Vanderbilt is striving toward its third Magnet designation this year. Magnet designation is the most prestigious designation an organization that provides nursing care can receive by the American Nurses Credentialing Center (ANCC). Stakeholders around the organization have contributed to a document that highlights Vanderbilt's unique endeavors in research, advances in quality care, and improvements in patient and staff satisfaction—among numerous other topics. Our potential site visit from Magnet appraisers could be as early as fall of this year.

Whether you are a seasoned Magnet Champion or just now learning about Magnet at Vanderbilt, test check the readiness level of your department with this new [Magnet Readiness Assessment!](#)

Once you complete it, read the suggestions that pertain to your results, and take steps to move toward the next level.

**Magnet Readiness Assessment**

Step 1: Rate your readiness for a Magnet site visit:

1 I need help to start  
2 A beginner but confident getting started  
3 Doing OK able to access resources and find when I need it  
4 Independent comfortable in role with minimal assistance  
5 Confident! I could coach or advise others

Step 2: Answer yes or no for the following questions then add up the number of yes's and no's

	YES	NO
1. Does your area have Magnet Champions?		
2. If more than one champion, are they working together?		
3. Do you feel you have enough Magnet Champions for your area?		
4. Is the department leadership team actively involved in Magnet efforts?		
5. Does the staff in your area understand what Magnet is?		
6. Does your department have a regular communication method (i.e. email updates, newsletter, staff meetings or unit/clinic board meetings. "Jump start" only)?		
7. If you have a regular communication method in your department, are you using it for regular communication about Magnet?		

Score yourself:  
5 "yes" answers = Good Magnet support in place  
3-4 "yes" answers = Room for strengthening efforts  
Under 3 "yes" answers = Contact [magnet\\_education@vanderbilt.edu](mailto:magnet_education@vanderbilt.edu) for support and resources

## Interested in being a Magnet Champion?

You are just in time! We have recently opened a new series of [Magnet Champion Trainings](#). Champions are representatives from across the organization, who are invaluable in promoting Magnet efforts, educating their staff about Magnet, and being a key point of contact during our potential site visit! In order to be a Champion in your area, talk with your supervisor about why you'd like to be involved, and sign up for a [Champion Training](#). Below are your opportunities. Click on each link to register in the Learning Exchange. You can also view the current Magnet Champions in our [Champion Directory!](#)

June 28 -Champion  
Training

August 5-Champion  
Training

September 7-  
Champion Training

MAGNET



### Stay in tune for:

July: Sample Site Visit Questions, Shared Governance Recap

August: Sample Site Visit Questions, Quality Goals & PPM

September: Checklist of to-dos for the month

Did you know...?

There are **business benefits** to being a Magnet organization. Not only does it designate the highest quality in nursing care, a Magnet designation positively affects the financial operations of the entire Medical Center. Here are a few indicators of those benefits:

- ◇ Organizations with Magnet status may see an increase in their bond ratings.
- ◇ Magnet Organizations automatically earn full compliance in certain standards (i.e., Leapfrog Nursing Workforce Safe Practice #9, which is used to score a hospital's commitment to staffing with highly trained nurses).
- ◇ Medical centers with Magnet designation see increased revenue and cost savings due to reduced waste, lower infection rates, decreased falls, and increased staff satisfaction.
- ◇ Learn more benefits and read exact statistics [here!](#)

You are invited to... a  
**MAGNET CHAMPION TUNE-UP!**

**Light Hall Room 208**  
**July 27, 2016**  
**7:30am—8:30am**

All Magnet Champions will gather (live or virtually) for a timeline update, and to demo new resources! [Sign up here.](#)

[Watch a replay here if you're unable to attend!](#)



June Challenge

## Meet Sondra, BSN, RN, Trauma Unit

Sondra is a dedicated and valuable member of the Trauma Center at Vanderbilt, and if you have spent time perusing [Vanderbiltnursing.com](#), you will have found [her story](#) on our "Be The Best" page. As we continue the approach our potential site visit, your task is to focus on everyday responsibilities, interactions, and practices that exemplify Magnet. Everything we do at Vanderbilt in providing excellent patient care is intrinsically Magnet! Now let's identify it so we can articulate how our behaviors fit into the Magnet model.

As an additional June challenge, read [Sondra's story](#) and the initiatives she has implemented on the Trauma unit. Identify how she has exhibited each Magnet element. Discuss your findings with your team. You can even make a game out of it! Answer the following:

- ◆ How have you accomplished similar endeavors in your area?
- ◆ How do her actions and inspirations relate to yours?
- ◆ How would you like to contribute to your area in a similar way?
- ◆ Share your answers with us at

