

## The Spotlight is On...

And our champions are shining bright! Over the next few months, the Magnet Monthly will feature potential site visit prep questions, and answers that have been submitted by current Magnet champions. This month, we're discussing examples of Transformational Leadership and Structural Empowerment. Check out the areas the Magnet Monthly visited last month! The questions they addressed are:

1. How does your department leadership encourage and promote your professional growth?
2. What teaching opportunities do you and your peers assume in your department?

### Our First Stop...

## Green Hills Internal Medicine & Rheumatology Department

Magnet Champion, Barbara L. Carter, recognizes her colleague, Tiffany Woods, for creating and designing their department's Empowerment Board!

"Our Department leadership helps our clinic to take ownership and be responsible for success. Through our information empowerment board, staff and patients can stay informed, contribute new ideas,

view birthdays and upcoming events, and submit compliments and suggestions for improvement.



Tiffany Woods, LPN 3 &  
Barbara Carter, LPN 4

Patient satisfaction is one of our top priorities. Each month our staff can see EOC, hand hygiene, and patient wait time scores. We can view staff turnover and coverage needs and communicate to staff. Staff can learn and teach new employees about advancement opportunities such as VPNPP.

Our empowerment board is a great way to improve moral and keep our staff moving in the right direction. Green Hills Internal and Rheumatology at Vanderbilt is a Great Place to Work... GREAT JOB Tiffany Woods!"

Together WE ROCK!!! Thank You MAGNET Monthly and Team!

Magnet Education  
Committee Meeting  
Friday, March 11  
9-10 am VCH 2104



Check it out!



### Stay in tune for:

- April: Professional Practice—Personalized Patient Care
- May: More Site Visit Prep Questions & Your Answers!
- June: Professional Practice—Evidence Based Practice

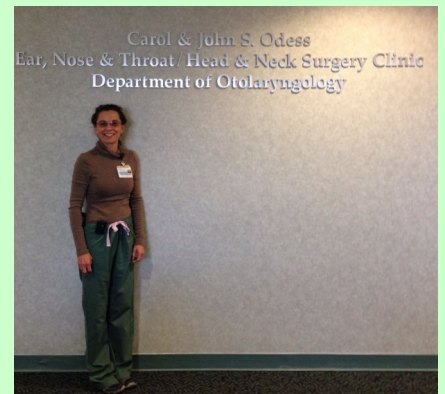
## Next Stop Department of Otolaryngology

“Our nursing leadership encourages each of the nursing staff to meet and exceed requirements for continuing education.

She consistently thanks the nurses and encourages us to strive toward the upper limits of licensure. She offers ideas for us to reach new goals both individually and as a group.

We are encouraged to participate in projects that will assist with our VPNPP advancement. She is always available

to us. The nurses in our area have many opportunities to teach others: patients’ families, new nurses, and even residents /fellows. Each patient visit gives a chance to teach the patient and his or her family or caregiver. We all enjoy the chance—as seasoned nurses—to share our evidence based practices with new staff—both nurses and doctors alike. We are currently beginning to restructure our clinic care model by standardizing nurse-to-patient education by service provided, and ensuring that licensed professionals are working within their scope of practice.”



Georgette Smiley, RN

## On to Vanderbilt Behavioral Health Partials Program

“Our department leadership does such an amazing job to promote our professional growth and development.

- PASS (Psychiatric Assessment and Skills for Success) every year.
- Grand rounds; provides detailed and specific info on one particular psych problem and the treatment process for it.
- Ongoing in-services
- Offering board certification for RNs who qualify
- Our intern CNO is very encouraging and a great resource.



Wagma Dorani, RN

- I am a member of our shared governance committee.
- Active participant in our unit board to improve staff satisfaction and patient quality care
- I completed "Sunshine Project", adding sunshine and fresh air to patients' daily routine
- I am attending PsychU virtual forums, online.”

“CTU leadership promotes staff professional

growth by regularly updating and encouraging staff to engage in educational opportunities and evidence based nursing practice/research. A few of our RN2 nurses

recently got promoted to RN3. Also, some of our Nurses have



Folashade Oyebade, MSN, RN

Master's degrees, while some are currently in graduate school. I have a Master's degree in Nursing Administration; I represent the unit in various roles such as the restraint validator, Magnet champion, Nursing Bylaws representative, and the unit RSL. These roles have greatly helped in my professional nursing growth. There are many teaching opportunities and advantages in the CTU department. The well-seasoned nurses become mentors to our new nurses. The new nurses, in turn, become preceptors to our resident nurses. Research shows that teaching promotes retention and expertise. The department also encourages staff to volunteer as champions, thus encouraging us to help teach skills required for recertification and proficiency. Our manager promotes peer teaching/education during our unit board /staff meetings.”

## Across the street to The Clinical Transition Unit



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