

Leadership on the Floor

How 2 charge nurses start their day

"I gather my staff in the morning and I tell them, 'we have to work together. We're like sticks. If we work apart, each of us can be broken. If we stick together, we can't be broken. We've got to stick together to get the work done. And let's have fun doing it.' Then I just pitch in and we get through the day."

"I am overwhelmed by what I have to do when we're working short. If I start doing the CNA's job, I'll never get all my meds passed and my charting done. It's just too much. I'm not going to do the personal care. I just keep my focus on my work and get as much done as I can."

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Nurse Leadership Development Meeting

Discussion Guide

1. Which unit (green or pink) will likely have more falls, more ER visits, and hospitalizations?
2. Which unit will likely have more call-offs, more people quitting, more family complaints?
3. Why? What do you see about how the pink nurse is leading?
4. What do you see about how the green nurse is leading that gets good results? What is she doing, specifically?
5. How do you help your CNAs work as a team?