



Leading Nursing Innovation

Innovation isn't just for techies. New ways of thinking and doing are needed to address dramatic changes in the ever-evolving world of healthcare. Turn your natural problem-solving talents into a powerhouse of positive change by learning to lead breakthroughs that matter.

This CEU course is relevant to nursing and advanced practice nursing professionals.

Episode 1 – Rise to the Challenge of Change

No longer is it enough to adapt to change. True transformation — of nurses' activities and, ultimately, patient care — needs professionals who can rocket past simply adjusting to challenges to unearthing new ways to solve problems.

Guest

Daniel R. Weberg, PhD, MHI, BSN, RN

- Vice President of Transformation for the Ascension healthcare system
- Former Head of Clinical Innovation for Trusted Inc, a healthcare staffing company
- Former Senior Director of Innovation and Leadership and former Director of Nursing Research and Practice Innovation for Kaiser Permanente
- Assistant Professor of Practice and creator of the Master's in Healthcare Innovation program for The Ohio State University College of Nursing

Host

Deborah Martin, DNP, MBA, RN, NE-BC, FACHE

- Director of Learning Innovation, Elite Learning
- Certified nurse executive and fellow of the American College of Healthcare Executives
- More than 25 years of experience in healthcare, including as system director of professional practice and development at a large healthcare system

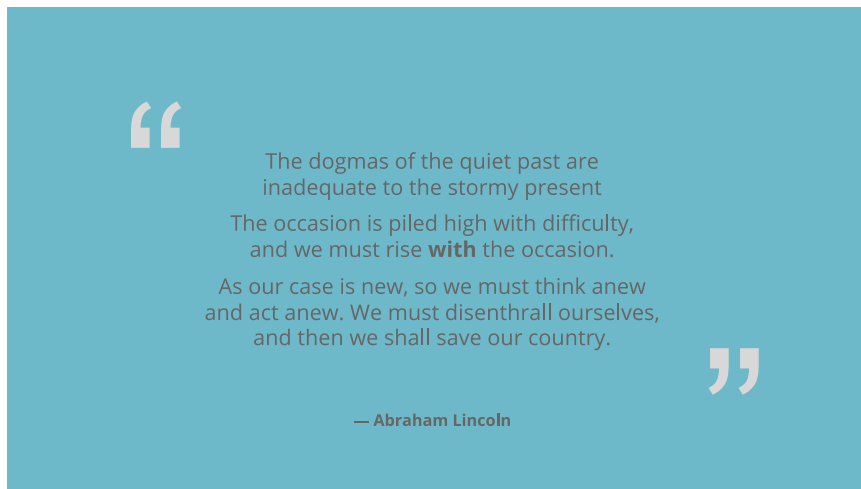
Reviewer

Lisa Simani, APRN, MS, ACNP

- Editor, Nurse Regulatory/Compliance Planner for Elite Learning
- 20 years of publishing experience
- Lead author of peer-reviewed articles for print- and web-based nursing continuing education provider companies

Episode Key Points

Innovation Inspiration (4:18)



New Entrants in Healthcare Are Shifting the Patient Care Landscape (6:53)

- Amazon: Leveraging data and supply chains
- Google: Everything Big Data
- Apple: Wearables and privacy
- Walmart and others: Partnerships that challenge the market

Why Industries Innovate (9:46)

- Fractures on the fault lines (i.e., cracks in the system)
- Unthinkable events (e.g., COVID-19 pandemic, natural disasters)
- Running out of road (i.e., no longer meeting the changing needs of patients)

Examples in Healthcare (10:55)

- Fractures in fault lines:
 - Industry's poor ability to forecast staffing needs
 - Dysfunction in comprehensively assessing clinical talent
 - Clinicians treated as commodities
 - Inability of new graduate nurses to secure jobs
 - Shifting need for specialists over generalists to address complex care
 - Trend toward a flexible workforce
- Unthinkable events:
 - Challenge our assumptions
 - Force adaptation
 - Shift priorities for laggards
 - Diminish bureaucracy
- Running out of road:
 - Gap between number of nurses needed and number of nurses who graduate
 - Year-long orientation for new nurses
 - Shifting priorities for laggards

Constraints Breed Innovation (18:20)

- Innovation must match realities.
- Creating constraints can accelerate innovative approaches.
- Constraints focus the energy of change agents on creating solutions.
- Types of constraints:
 - Environmental (e.g., COVID-19 pandemic, industry shifts, financial changes)
 - Manufactured (e.g., time or resource limitations)

Types of Innovation (20:03)

- Product: How might the quality of services improve?
 - Equipment (e.g., insulin pumps)
 - Better-prepared nurses
 - Efficient care delivery
- Process: How might the experience of nursing care be transformed?
 - Care models
 - Nursing scope of practice
- Position: How might innovations be differentiated?
 - New ways of marketing
- Paradigm: How might nursing be disrupted?
 - Complete change in delivery models

References

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Resources

[Diffusion of Innovation Theory](#)

[Six Sigma Quality Improvement](#)

[American Nurses Association, Innovations in Nursing and Healthcare](#)