



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 2 – How to Become a Catalyst for Change

You don't have to be an innovator to lead innovation; but to create an environment that stimulates creative problem solving, you do need to be aware of the innovation process and ways in which it can be fostered among nurses.

Guest

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- 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

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- Director of Learning Innovation, Elite Learning
- Certified nurse executive and fellow of the American College of Healthcare Executives
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Reviewer

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- Editor, Nurse Regulatory/Compliance Planner for Elite Learning
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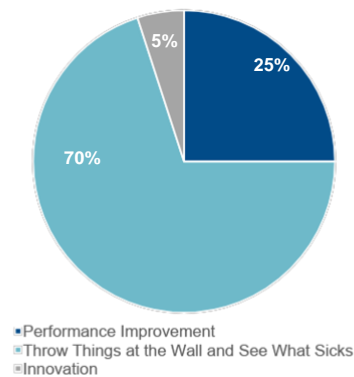
Episode Key Points

Leadership's Impact on Innovation Success (1:48)

- Leaders directly impact innovation – and also “disimpact” creative solutions.
- Innovation is typically misunderstood in healthcare systems.
- Nurse managers have been found to be barriers to change.
- Team interaction predicts innovation ability.
- Innovation is not evidence-based.
- Failure in innovation efforts must be tolerated.

Innovation Frameworks (5:13)

Current Change Frameworks in Healthcare



Innovation Leadership Essentials (7:07)

- Build connections
- Cultivate relationships
- Live on the edge of chaos
- Dismantle stagnation

Toxic Leaders Are Innovation Killers (11:08)

- When a toxic leader is involved:
 - 12% of workers quit
 - 63% lose time avoiding a toxic person
 - 48% experience decreased work effort
 - 78% report decreased organizational commitment

Secrets of the Successful (15:59)

- The Hamster Wheel
Power with people, then refine
- Fix the System Not the Feature
Prioritize data, culture, and function over flashy features.

- Own Your Risk Tolerance
Otherwise, subconsciously, you will impair innovation.
- Frequently reassess priorities
Understand 5-year plans may not be helpful.

Example: Start With One (21:44)

- Learn one technology
- Modify one team
- Create one new partnership
Worry about one less laggard

References

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Resources

[Diffusion of Innovation Theory](#)

[Six Sigma Quality Improvement](#)

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