

AIHA Nursing Toolkit
Leadership Projects: Individual Projects of Class 1

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PROJECT AIM/GOAL:

Improving the interpersonal skills of ambulatory nurses in Belarus

PROJECT OBJECTIVES:

- Introduction of the communication standards
- Development of the communication skills
- Teaching nurses to evaluate their own professional activity; adding the psychological aspects to nursing curricula and enabling nurses to analyze and evaluate their own practice standards

EVALUATION CRITERIA:

1. Quantity of the accepted standards at the different levels of professional nursing activities
2. Positive opinion of the experts in psychology
3. Based on the quality of nursing care:
 - 3.1 - do the patient satisfaction survey in order to obtain an opinion on patient satisfaction before and after the standards' introduction;
 - 3.2 – give the tests to nurses in order to evaluate the effectiveness of introducing the standards.

FURTHER STEPS:

1. Building a team:
 - Consulting meeting to discuss the new standards of communication, setting tasks, setting the initiative group.

July 20, 1999. Officials responsible - senior nurses.
2. Presentation of the group activity programs:
 - Discussing some possible expenses, seeking additional financial sources, offering motivation to the specialists;
 - Tips and recommendations on developing the standards.

July 20, 1999. Officials responsible - senior nurses.
3. Getting the program approved by the Head Physician, assuring the financial support.
 - Contingency planning in case of encountering hindrances

August 05, 1999. Officials responsible - senior nurses.

4. Working on the standards' development:

- Discussions, improving decision making;
- Coordinating the group's activities.

Weekly (every Tuesday). Officials responsible – Senior Nurse L.N. Matskul.

5. Spreading and receiving information:

- Searching the important information;
- Establishing connections with other medical institutions;
- Passing the information on to other groups.

Every Tuesday. Officials responsible – Senior Nurse I.V. Haiduk.

6. Presenting the program to experts, seeking their review and approval.

October 28, 1999. Officials responsible - senior nurses.

7. Starting the project up:

- Testing the quality of nursing care from the patient point of view before and after the standards' introduction;
- Presenting to nurses the approved standards, making the standards a part of their regular job description.
- Testing the effectiveness of implementing the standards among nurses.

October 04 – 29, 1999. Officials responsible - senior nurses.

8. Evaluation:

- Test analysis;
- Standard introduction analysis.

November 01 – 03, 1999.