

Magnet Flash Cards

What is the role of the Magnet Ambassadors?

To serve as a major communication link between Magnet Division Team Leadership (Associate Chief Nurses & Nursing Director Co-Chairs) & Magnet Champions.

How do Magnet Ambassadors support Magnet Champions?

- **Identification of unit based evidence.**
- **Development of succinct communication tools.**
- **Coaching around challenging conversations.**
- **Development of strategies to maintain Magnet momentum before, during and after the site visit.**

Who are the Magnet Champions, and what is their role?

Staff Nurse representatives from each inpatient/unit practice area.

They are charged with: Discovery

Motivation

Communication

**How is important Magnet Re-designation
information communicated?**

- **Caring Headlines, Fruit Street and Hotline articles.**
- **Magnet Intranet Web page.**
- **On going meetings provide updates to key groups involved in the re-designation process.**
- **Take a Magnet Moment- biweekly newspaper.**
- **Unit based posters.**
- **PCS News You Can Use**

How do I access the Magnet Intranet Web Page?

Go to the Patient Care Services website at www.massgeneral.org/pcs and click on the Magnet icon.

**What are some examples of
Force 1: Quality of Nursing Leadership?**

At MGH the quality of Nursing Leadership starts with the Patient Care Services mission statement: “Every action is guided by knowledge, enabled by skill, and motivated by compassion. Patients are our primary focus, and the way we deliver care reflects that focus every day” It is carried out through our professional practice model, and measured annually through staff perceptions of the Professional Practice Environment Survey.

**What are some examples of
Force 2: Organizational Structure?**

Organizational dynamics that support proactive decision-making & responsiveness to change. At MGH this includes the Patient Care Services Executive Committee, Combined Leadership, Unit-Based Meetings. Also includes The Institute for Patient Care, Collaborative Governance Committees, and the unit based leadership triad.

**What are some examples of
Force 3: Management Style?**

Nursing Leaders create an environment for staff participation & recognition for the uniqueness of the individual. Demonstrated at MGH by:

***Multi faceted communication structure**

- **Creation of Magnet Ambassador Role in response to staff feedback**

- **Annual Staff Performance appraisal**

- **Staff Nurses who co-chair Collaborative**

Governance Committees have the support of leadership team member who serves as a coach.

**What does Force 4: Personnel Policies and Programs
affect nurses at MGH?**

Personal policies and guidelines are created with staff involvement; significant administrative and clinical opportunities exist.

**Name 4 MGH examples of
Force 4: Personnel Policies and Programs?**

- **Annual wage & salary program review & market adjustment process**
- **On-line scheduling system & adjustments in response to fluctuating patient workload**
- **Consistency with ANA Principles of Nurse Staffing**
- **Clinical Recognition Program**

Offer examples of
Force 5: Professional Models of Care?

Force 5 focuses on models of care that support professionalism in Nursing.

MGH examples include:

- **Definition of the Patient Care Delivery Model:
interdisciplinary patient & family centered care**
- **Development of unit schedules**
- **Department of Nursing & Unit based orientation**
- **Educational offerings in The Norman Knight Nursing
Center for Clinical & Professional Development**

**Force 6 focuses on Quality of Care. Name an MGH
example of a departmental oversight &
accountability for quality & safety efforts.**

- **MGH/MGPO Center for Quality and Safety**
- **Patient Care Services Office of Quality & Safety**
- **Office of Patient Advocacy**
- **Clinical Care Management Unit**

Force 6 encompasses Quality of Care, Ethical Decision Making, Research-evidence based practice and Diversity. Name an MGH example.

- **Simulation training**
- **Clinical Practice Committee**
- **The Yvonne L. Munn Center for Nursing Research**
- **Culturally Competent Care Curriculum**

Force 7 focuses on Quality Improvement.

What does that mean to MGH

Nurses?

Nurses actively participate in many initiatives that improve the quality of patient care delivered within the organization. MGH examples include: Online incident reporting, Unit based dashboard, participation in National Database of Nursing Quality Indicators (NDNQI).

**Force 8 focuses on Consultation and Resources, give
2 MGH Examples.**

- **Role of Clinical Nurse Specialist**
- **Nursing Research Journal Club**
- **Department of Nursing Visiting Professor Program**
- **Nurse Recognition Week**
- **The Institute for Patient Care.**