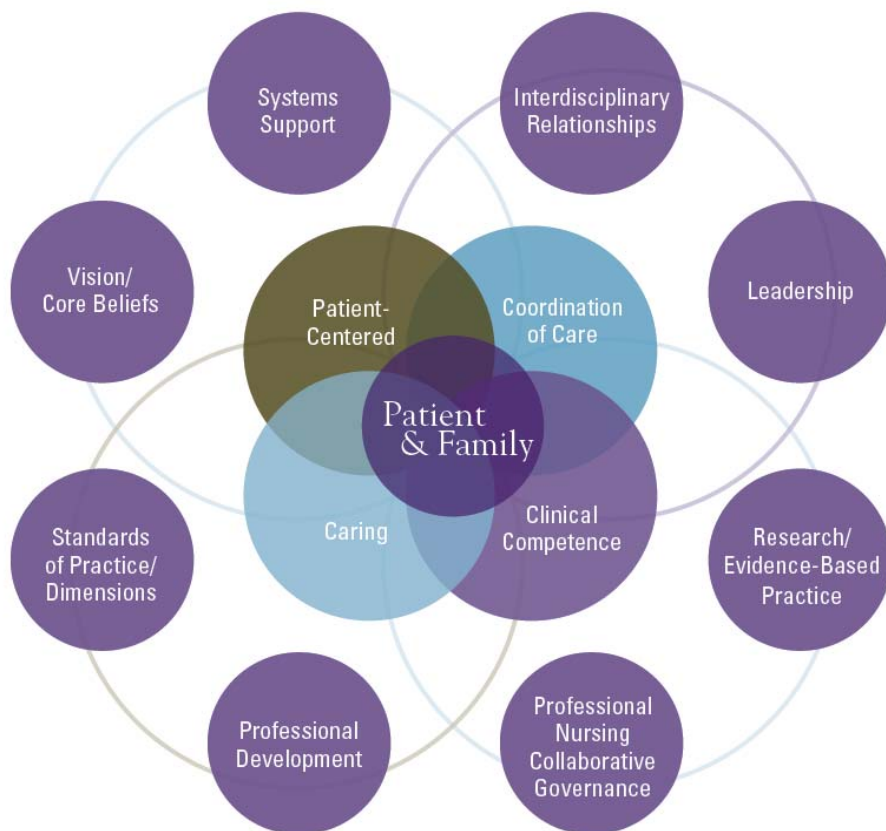


Abbott Northwestern's Professional Nursing Practice Model

Abbott Northwestern's Nursing Department is guided by the Relationship-Based Care Model – patient-centered, caring, coordination of care and clinical competence – affectionately known as the “Four Cs.” Within this model, relationship-based care is defined as being grounded in mutually respectful and collaborative relationships with patients, families, physicians and other members of the health care team. Nurses establish intentional, therapeutic relationships with patients and families. These relationships are founded upon personal presence and rapport. As a leader and the integrator of care, nurses have the responsibility, authority and accountability for assessing, planning, coordinating, implementing and evaluating the patient's care needs. Built on the foundations of the individual relationships nurses establish with patients and families, Abbott Northwestern's Professional Nursing Practice Model incorporates all of the components necessary for the delivery of exceptional nursing care. This dynamic and evolving model guides nursing practice and gives nurses the authority and accountability for the care that is provided.

This diagram of the Professional Nursing Practice Model is designed to provide a visual representation of the fundamental components of nursing practice that are defined in the Allina Charter for Professional Nursing Practice. The model is meant to demonstrate all of the things nurses inherently know as part of their professional practice.



Vision/Core Beliefs: It is Allina's Nursing vision to be nationally known and trusted for exceptional nursing practice. To achieve this vision nurses uphold a set of core beliefs that guide daily decisions and Nursing interventions. Our core beliefs include:

- advocacy for our patients
- caring to provide a healing environment and healing interactions based on Kristen Swanson's "5 Caring Processes"
- continuous improvement of care and service through research, continuous learning and quality improvement
- cultural awareness and recognition that the nurse-patient encounters include the interaction of three cultural system: the culture of the nurse, the culture of the patient and the culture of the setting
- ethical standards that nurses uphold in their commitment to society and in their responsibilities to preserve integrity and safety, maintain competence and continue personal and professional growth
- leadership provides the basis for an environment in which nurses have the resources to deliver exceptional patient care
- relationships with patients, families and all members of the care team that are mutually respectful and collaborative
- stewardship of limited health care resources.

Systems Support: Effective and efficient systems are essential in order for nurses to provide the highest quality care possible. Systems that are critical to the delivery of care include recruitment and retention programs, documentation systems, staffing processes, scheduling procedures and management practices.

Interdisciplinary Relationships: Patients and families are best served through the collaborative relationships nurses form with members of all disciplines. These coordinated efforts enhance patient care and improve patient outcomes and satisfaction.

Leadership: Professional nurses are expected to be leaders in their role as the integrator of patient care. Effective leaders at all levels of the organization model caring and are steadfast in their integrity and patient focus. These individuals incorporate values decision-making in all interactions.

Research/Evidence-Based Practice: The nursing profession is greatly advanced through the conduction of research. Nurses incorporate evidence-based findings into their daily practice which improves patient care outcomes.

Professional Nursing Collaborative Governance: Collaborative governance provides a communication and decision-making structure which places the responsibility, authority and accountability for regulating nursing with the practicing nurse. Collaborative governance functions through a system of local councils and a central structure to support the Nursing Department in establishing priorities and overall direction for practice, education and development, and quality and research.

Professional Development: Professional nurses are expected to maintain competency in their practice, and seek advanced learning and experience for continual growth. Nurses share their knowledge and skills with colleagues in order to foster an environment of mentoring and ongoing development.

Standards of Practice/Dimensions: Professional nursing is guided by universal standards of practice to ensure patients receive the highest quality of care. Nursing specialties apply additional standards that

address the unique and specific interventions of patient populations. These standards of practice are dynamic and are continuously evolving to reflect evidence-based best practices. This high standard of care is also defined by beliefs and principles that identify the ethical, legal and regulatory parameters for nursing practice. These dimensions encompass the organization's mission, vision and values which are incorporated into our everyday decisions and actions.