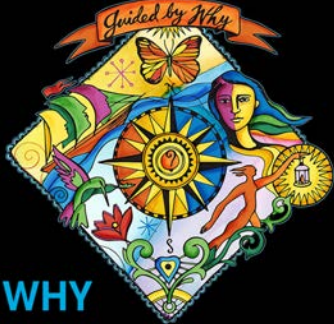



AMERICAN ASSOCIATION of CRITICAL CARE NURSES



Guided by Why

GUIDED BY WHY


Lisa Riggs MSN, RN, ACNS-BC, CCRN-K
AACN President-elect 2017-2018



A Story of Guided By Why

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What is your Why?


- Patient safety
- Research & Evidence Based Practice
- Patient/family centered care
- Understanding hemodynamics
- End of life care
- Patient education & teach back
- Create a healthy work environment
- Mentoring other nurses
- Education and competency of nurses

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Creativity and ingenuity are widely distributed.

People will seek responsibility when allowed to do work that is meaningful.



Douglas McGregor, 1960

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Four Ancient Gifts



Earth Fire Water Air

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Gift of Earth

Earth energy is...

- Focused
- Industrious
- Loyal
- Practical
- Well-prepared
- Dependable
- Logical, analytical



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 **Gift of Earth**

Earth gifts include...

- Detailed planning
- Trouble-shooting
- Organizing anything
- Doing it right the first time
- Creating systems
- Keeping teams on track
- Accepting responsibility



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 **Gift of Fire**

Fire energy is...

- Ambitious
- Visionary
- Courageous
- Confident
- Independent
- Determine
- In Control
- Goal Oriented



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 **Gift of Fire**

Fire gifts include...

- Setting and achieving goals
- Envisioning the future
- Taking charge
- Rallying others
- Competing to win
- Inspiring others
- Setting the pace
- Being decisive




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 **Gift of Water**

Water energy is...

- Understanding
- Intuitive
- Easy going
- Supportive
- Compassionate
- Genuine
- Reflective
- Nurturing




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 **Gift of Water**

Water gifts include...

- Mediating conflict
- Teaching
- Working on teams
- Using diplomacy
- Encouraging, understanding others
- Facilitating groups
- Selling
- Putting people at ease




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 **Gift of Air**

Air energy is...

- Spontaneous
- Curious
- Communicative
- Multi-tasking
- Analytical
- Innovative
- Idea-centered
- Flexible



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Gift of Air

Air gifts include...

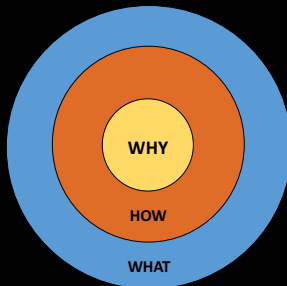
- Adapting to change
- Expanding limits
- Improvising
- Writing
- Speaking
- Explaining
- Motivating others through ideas
- Starting new projects



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The Golden Circle

Simon Sinek



Every person knows **What** they do.
Your job title, function, the products you sell or services you offer.

Some people know **How** they do it.
The actions you take that set you apart from others.

Few people know **Why** they do it.
The purpose, cause or belief that inspires you.

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Why....

- Preceptor
- Research
- Evidence Based Practice
- Performance Improvement

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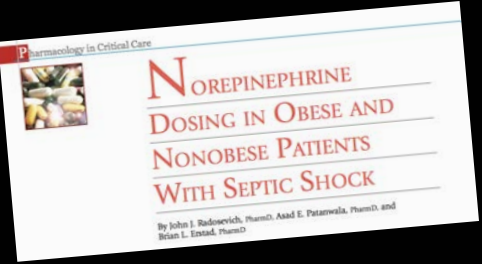
Why is my patient's BP falling?

- ✓ Bleeding
- ✓ Hypovolemia
- ✓ Vasodilation
- ✓ Pump Failure
- ✓ Change in Heart Rate




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Culture of Inquiry



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Resident: Why did you titrate the vasopressor?
The blood pressure wasn't above 90.

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Bedside Research

- Why do we put post open heart surgery patients back to bed to measure cardiac output?
- Why do we withdraw blood 1 ml/minute for mixed venous blood gases?
- Why do we keep patients on bedrest with the HOB for 4 hours post PCI?
- Why do we wake up patients to do vital signs?

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The Blue Shirt

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"If I only had 60 minutes to solve a problem, I would spend 40 minutes defining the problem and 20 minutes finding the solution."

William H. Markle
1966

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The Data

Open Heart Surgery Dashboard

	Jan	Feb	Mar	Apr	May
Post Op Glucose less ≤ 110	100%	92%	96%	100%	89%

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The Stories

- ✓ Patients were really sick and unstable
- ✓ It's because of steroids
- ✓ Insulin infusion wasn't started in the OR
- ✓ Busy and glucose wasn't watched close enough
- ✓ Our protocol doesn't meet the needs of our patients
- ✓ Staff doesn't understand the protocol

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Millions saw the apple fall, but Newton was the first one who asked "WHY?"

Bernard Baruch

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We Need Time to Think

In the budget...
Non-productive time is anything a nurse does that is not beside care


In reality...
Nurses come up with realistic strategies, sit on practice councils, and work on research.



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The Story of Post-It Notes


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Redefine Non-productive Time

Let's call it what it is...

- Strategic time?
- Project time?
- Professional time?



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AACN's Clinical Scene Investigator

- 5 years
- 9 cohorts
- 66 hospitals
- 249 nurses
- \$34.6 million dollars saved




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CSI Projects

- Don't Get Delirious: Take Sleep Serious
 - Boston
- Stepping Stones: Implementation of an Early Mobility Program
 - Philadelphia
- When's the Med, Fred?
 - Phoenix
- Teamwork Leads to Dreamwork
 - San Diego


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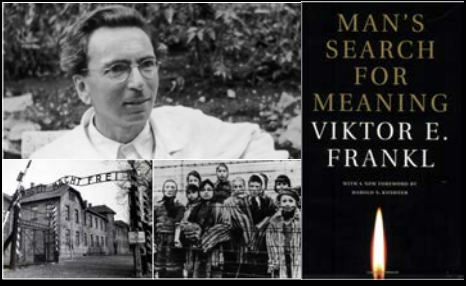


How AACN Lives Our WHY



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 Why Creates Purpose



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 It's not always quick and easy

Three things necessary to be the very best:


- Diligence
- Doing Right
- Ingenuity



"Betterment is perpetual labor"
Better by Atul Gawande

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Nurses are "The Masters" overcoming obstacles to accomplish what's important

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Can patients and families *see and feel* your **WHY**?



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"It's *impossible*," said Pride
 "It's *risky*," said Experience
 "It's *pointless*," said Reason
 "Give it a try," whispered Heart



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Because nothing less is acceptable!

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