

Magnet® Senior Analysts' Tips

Submitting a first-time application or seeking redesignation? Read the following tips to ensure adherence to guidelines for data collection, provision of evidence, and formatting when writing to the Sources of Evidence (SOEs)!

TL3EO

Provide one example, with supporting evidence, of a chief nursing officer- (CNO-) influenced positive change that had organization-wide impact beyond the scope of nursing services.

- ▶ Key words
 - CNO-influenced
 - Positive change
 - Organization-wide impact, *beyond* the scope of nursing services
- ▶ Complete empirical outcomes (EO) template
- ▶ Data is the evidence
- ▶ Examples may include initiatives related to positive changes in patient experience, organizational strategic initiatives, organizational efficiency and effectiveness, visiting times, design, and construction

TL6

Provide one example, with supporting evidence, of mentoring or succession planning activities for clinical nurses, nurse managers, nurse leaders (exclusive of nurse managers), and the CNO.

- ▶ All four examples are required!
- ▶ May present either succession planning or mentoring **for the role**
 - Succession planning
 - Activities to support the identification and development of potential successors
 - How the organization fills the role (e.g., staff nurse to charge nurse) or how the organization develops the nurse to the next level (e.g., charge nurse to nurse manager).
 - Mentoring
 - Provide advice, support, guidance, and ideas. The intent is to support the individual in his or her current role.

Examples of Succession Planning/Mentoring

- ▶ **Clinical nurses:** Professional development ladder or program, charge nurse or preceptor workshops, leading councils or committees workshop
- ▶ **Nurse managers:** Leadership development programs, facilitator class, division or organization level projects, mentor class
- ▶ **Nurse leaders:** Advanced certification or executive leadership programs, system-level projects or work
- ▶ **CNO:** Leadership development institutes or fellowships, executive coaches, system-level projects or work, other executive roles

TL9EO

Nurse leaders (exclusive of the CNO) use input from clinical nurses to influence change in the organization. Choose two of the three below. Provide one example, with supporting evidence, of

- ▶ A change in the *nurse practice environment*, or
- ▶ A change in the *patient experience*, or
- ▶ A change in *nursing practice* that was influenced by clinical nurse communication with a nurse leader.

Must provide two of three examples. Examples must be different from TL8 examples.

- ▶ EO data must show a change in
 - Nurse practice environment (the “where”)
 - Patient experience (the result)
 - Nursing practice (the “what”)
- ▶ Clinical nurse communication with a nurse leader
 - Direct or indirect communication
 - Must clearly identify clinical nurse and nurse leader
 - Communication loop must be closed, that is, to, **and** from, both parties