KP Magnet Strategy: Building a Culture of Excellence

Primary Drivers
- Leadership
- Culture
- Systems
- Performance Metrics

Magnet Framework
- Transformational Leadership
  - Strategic Plan
  - Advocacy & Influence
- Structural Empowerment Engagement
  - Organizational Structure
  - Professional Role Development
  - Reward and Recognition
- Exemplary Professional Practice Interprofessional Collaboration
  - Professional Practice Model
  - Interdisciplinary Collaboration
  - Care Delivery System
  - Culture of Safety
  - Quality Care Monitoring and Improvement
- New Knowledge, Innovation, & Improvement
  - Research
  - Evidence-based Practice Innovation
  - EHR Metrics and Analytics

Initiatives
- Mission, vision, values & strategic plans aligning with organizations priorities to improve practice
- Leadership Development, succession planning, and mentoring
- Organizational shared decision-making model
- Standardization of roles & job titles
- BSN education
- Personnel policies and programs
- Certification in specialty
- Standardized orientation process
- Nursing recognition
  - Daisy Award
  - KP Nursing Pin
  - Extraordinary Nursing Award
- Co-designing care with patients/members and families
- Professional Practice Model
- Interdisciplinary Collaboration
- Care Delivery System
- Culture of Safety
- Quality Care Monitoring and Improvement
- Ethics, Privacy, Security, and Confidentiality
- ANA Scope and Standards of Nursing Practice/Ethics
- Professional Practice Model
- Mental Health First Aid
- Health/wellness fairs
- Always Events
- Choosing Nursing Wisely First Five
- Ambulatory nurse-sensitive metrics (nationally benchmarked)
- Accountability Model to track and improve nurse sensitive indicators
- Enculturation of Voice of Nursing:
  - 1.0 Work Shops
  - 2.0 Site Visit
  - 3.0 Magnet Strategy
- Translational research within all regions supporting better outcomes
- Evidence-based culture spread among all sites
- Informatic and analytic nursing competencies

Interventions
- BSN education
- Personnel policies and programs
- Certification in specialty
- Standardized orientation process
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Empirical Quality Outcomes
- Patient and Member
  - Improved quality and safety outcomes
  - Improved care experience
  - Improved patient and member satisfaction
  - Staff nurses are empowered in finding solutions and improving the quality and care experience
  - Nurses are engaged in decreasing variation in practice and identify gaps in care
- Nursing
  - Improved engagement/empowerment
  - Nurses assume responsibility, accountability, and authority for patient and member outcomes
  - Improved staff satisfaction
  - Increased just culture
  - Increased professional knowledge level of RN in all areas
  - A culture of professional practice excellence
  - Nurses can identify the contributions they are making to the organizations mission
  - Nurses are reconnected to why they became nurses
- Organization
  - Improved care delivery
  - Increased efficiency and effectiveness
  - Standardized and elevated clinical practice across all KP regions and the continuum based on evidence
  - Decreased CNE and nurse manager turnover
  - Improved retention and recruitment
  - Increased speaking up culture
- Community
  - Destigmatize mental health issues
  - Increase health/wellness awareness

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