Implementation Plan:
KP Nursing Vision Statement and Professional Practice Model Badge

As you are aware, the new Kaiser Permanente Nursing Vision Statement was launched earlier this year. With much anticipation, the revised professional practice model (PPM) badges have arrived, are ready for distribution, and feature our new Vision Statement on the back. In appreciation for the various processes and systems that exist throughout our organization, each KP site is charged with defining an effective method for integrating the Vision Statement into all levels of nursing at their facility or care setting. To help facilitate this socialization, we have provided a number of tools, resources, and suggestions below for introducing the new Statement and badge to your nurses. Additionally, all KP nurses are asked to share their personal stories of how each are living and contributing to the new KP Nursing Vision Statement.

1. Tools for socializing the KP Nursing Vision Statement
   Socialization tools can be found on the KP Nursing website: https://kpnursing.org/nursingvision/
   This toolkit includes the following materials and resources for socialization:
   - Letter from Linda Knodel introducing the KP Nursing Vision Statement
   - Video link of Linda Knodel introducing the KP Nursing Vision Statement
   - Talking Points/FAQ for facilitators
   - New PPM badge for each of your nurses
   - Link to share exemplars (additional instructions below).

2. Proposed options for socializing
   In consideration of each facilities unique culture, proceed with implementation that will best accomplish enculturation of the KP Nursing Vision statement. To allow time for the development and execution of a meaningful implementation strategy, completion of the work should be accomplished by the end of quarter 1, 2019.
   
a. Nursing Professional Practice Symposium
   Through the work of the Voice of Nursing, many service areas have opted for an annual event to re-connect nurses to their professional practice. Along with highlighting connections to our foundational documents such as the ANA Scope and Standards of Practice and Code of Ethics, this serves as an opportunity to connect the KP mission and strategy with the work and goals of nursing. The integration during this type of event allows for an immediate connection between the aspirational nature of our vision statement and the call to action for each nurse.

b. Voice of Nursing Champion Enculturation
   To ensure that the KP Nursing PPM informs and guides nursing practice, sites have been encouraged to engage and cultivate a group of champions to elevate this work. Through utilizing this network of champions, introduction to the new KP Nursing Vision Statement and call to action can be accomplished through several channels: staff meetings, huddles, one on one interactions, etc.
c. Committee Structure Opportunities
   Utilize existing committees and councils as a venue for socializing the revised vision statement and eliciting instances of nurses exemplifying the sentiments of it.

d. Badge Exchange
   Caution must be exercised in ensuring that new and old PPM badges are not confused. During your implementation process, please ensure that you direct employees to immediately remove the old rendering and replace it with the new one. A delay in this step may result in increased confusion and expense. The key distinguishing feature is the vision statement.

3. Call to Action: Sharing Stories of KP Nurses
   As the largest community of practitioners within the Kaiser Permanente system, there is a great deal of excitement in realizing the contributions of nursing toward transforming health care. Share your exemplars of answering the aspirations of our vision by submitting stories from your facility.

Visit
https://kpnursing.org/nursingvision/
for more information.