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Multigenerational challenges: Team building for positive clinical workforce outcomes

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Patient acuity in hospital settings continues to increase, and there is greater emphasis on patient outcomes. The current nursing workforce is comprised of four distinct generational cohorts that include veterans, baby boomers, millennials, and generation Xers. Each group has unique characteristics that add complexity to the workforce and this can add challenges in providing optimal patient care. Team building is one strategy to increase mutual understanding, communication, and respect, and thus potentially improve patient outcomes. In this article, we first briefly define generational cohorts by characteristics, and discuss differing expectations for work/life balance and potential negative outcomes. Our discussion offers team building strategies for positive outcomes, a case scenario, and concludes with resources for team building and organizational opportunities.

Biography

Jill Moore is an expert in nursing in the academic environment where she is the Director of the Doctor of nursing practice and nursing education programs. She is devoted to student success and interested in policy that affects the learning environment. Prior to transitioning to nurse education she has practiced in the acute care environment working within teams of multigenerational healthcare workers.

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