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Recognizing exemplary nursing practice: The magnet and pathway to excellence recognition programs

With today's growing emphasis on value-based health care, the better a hospital performs on its quality measures, the greater the rewards. Organizations are more motivated than ever to provide high quality care, improve the patient experience, and keep patients healthy. In order for hospitals to stay viable and thrive, creating a workplace that optimizes the role of the professional nurse is critical. Fully engaged nurses, practicing at the top of their profession and collaborating with the health care team, drive improvements in quality of care. An engaging, supportive workplace provides a foundation for enhancing quality patient care and safety, including adverse events such as falls and hospital-acquired infections. Aside from the financial burden, falls and nosocomial infections cause discomfort, injury, additional treatments, and prolonged hospitalization. The Magnet Recognition Program® and The Pathway to Excellence® Program accredits healthcare organizations worldwide where nursing leaders successfully align their nursing strategic goals to improve the nurse practice environment and the organization's patient outcomes. The success of the Magnet and Pathway designated organization is attributed to the contributions of a collaborative interprofessional care delivery team who work together to ensure care coordination and continuity of care. Both recognition programs provide a framework for exemplary professional practice creating a safe practice environment that results in decreased mortality rates, improved clinical outcomes, decreased readmission rates and better patient satisfaction. This presentation will provide an overview of the Magnet Recognition Program and The Pathway to Excellence program, history and transition to present day requirements. Demonstrate the value of organizational designation with emphasis on return on investment, improved patient outcomes and transformative leadership. Will discuss how creating a work environment that enculturates innovation, evidenced-based practice, and strengthens interprofessional teamwork, will excel changes in practice and improve clinical outcomes within the organization and the communities they serve.

Biography

Jeffrey Doucette is the Vice President of Magnet Recognition Program® and Pathway to Excellence® at the American Nurses Credentialing Center. Prior to joining the ANCC, Dr. Doucette was the Regional Vice President, Clinical Services and Chief Nursing Officer for Bon Secours Hampton Roads Health System in Hampton Roads, Virginia. He received a Master of Science in Health Care Administration and a Bachelor of Science in Nursing from Marymount University in Arlington, Virginia. Doucette completed his Doctor of Nursing Practice at Old Dominion University where he also serves as an Adjunct Associate Professor.

Doucette has been practicing for over 20 years, spending the majority of his career in leadership and executive nursing roles. In addition, he serves on the editorial advisory board for Nursing Management Journal and speaks extensively throughout the world on topics of interest to nursing leaders. Doucette is a Robert Wood Johnson Executive Nurse Fellow and a Fellow in the American College of Healthcare Executives. He holds certifications as a Nurse Executive – Advanced, Certified Executive in Nursing Practice and is a Licensed Nursing Home Administrator. His research interests include Chief Nursing Officer retention, AONE leadership competencies, and developing future nursing leaders.

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