

49th World Congress on

ADVANCED NURSING AND NURSING PRACTICE

July 05-06, 2018 Bangkok, Thailand

Reflective and interactive coaching huddles in building engaging workplace**Rodolfo C Borromeo**

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One of the values of the hospital that relates to work engagement is co-responsibility, which was found to be a challenging behavior. Nevertheless, it devotes its context towards developing individual's capability to engage in the organizational activities. The study determined the impact of the Reflective and Interactive Coaching Huddle (RICH) in building workplace engagement among nursing service employees of San Juan de Dios Educational Foundation Inc. Hospital. The purpose of this study was to determine the significant variations on the achievement work engagement metrics of the nurses under study after the implementation of the said coaching guidelines. This study employed a descriptive, evaluative research design, of which 183 staff nurses, charge nurses and nurse managers have participated. Findings reveal that the participants were predominantly female, aged 21 to 25 years old. The extent of workplace engagement was evidently observed by nurses and rated from high to very high extent of achievement. There were significant variations on the extent of achievement to workplace engagement based on positions, age and interdisciplinary communication. It was then recommended to continue the use of the reflective and interactive coaching huddle to among nurses, blended understanding of both staff nurses and nurse managers, decreasing generational gaps through training modules capitalizing on reflecting generational limitations and devising a recognition criterion to acknowledge the most engaged team among nursing units and positions.

Biography

Rodolfo C Borromeo has completed his Doctoral degree major in Educational Management at the Philippine Women's University, Philippines. He is currently the Director of Nursing Service Division of San Juan de Dios Educational Foundation, Inc. Hospital since 2005. He is also the Vice President of the Association of Nursing Service Administrators of the Philippines (ANSAP) and is a Member of the Ethics Committee and Chairman of the Research Committee of the same organization.

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