

Apr 8th, 12:15 PM - 1:00 PM

# Practice What You Preach: Invest In A Successful Nursing Professional Development Specialist Orientation

Larissa Morgan MSN, RN  
*Hospital of the University of Pennsylvania*

Susan Cobb PhD, RN  
*Hospital of the University of Pennsylvania*

Christine Lombardi MSN RN OCN  
*Hospital of the University of Pennsylvania*

Follow this and additional works at: [http://scholarlyworks.lvhn.org/clinical\\_staff\\_development](http://scholarlyworks.lvhn.org/clinical_staff_development)



Part of the [Education Commons](#), and the [Medicine and Health Sciences Commons](#)

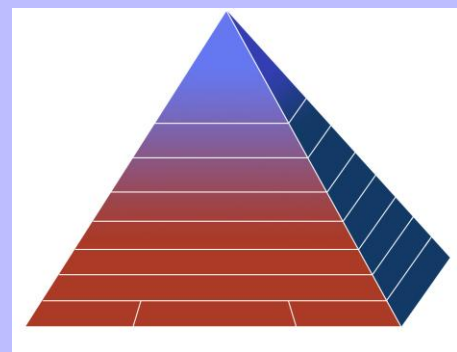
---

Morgan, L., Cobb, S., & Lombardi, C. (2013). Practice What You Preach: Invest In A Successful Nursing Professional Development Specialist Orientation. *Clinical Staff Development Annual Symposium*, . Retrieved from [http://scholarlyworks.lvhn.org/clinical\\_staff\\_development/2013/about/14](http://scholarlyworks.lvhn.org/clinical_staff_development/2013/about/14)

This Poster is brought to you for free and open access by the Conferences and Symposia Collection at LVHN Scholarly Works. It has been accepted for inclusion in Clinical Staff Development Annual Symposium by an authorized administrator of LVHN Scholarly Works. For more information, please contact [LibraryServices@lvhn.org](mailto:LibraryServices@lvhn.org).

# Practice what you preach: Invest in a successful Nursing Professional Development Specialist Orientation

Larissa Morgan, MSN, RN, Susan Cobb, PhD, RN and Christine Lombardi, MSN RN OCN  
Hospital of the University of Pennsylvania  
Department of Nursing Education, Innovation & Professional Development



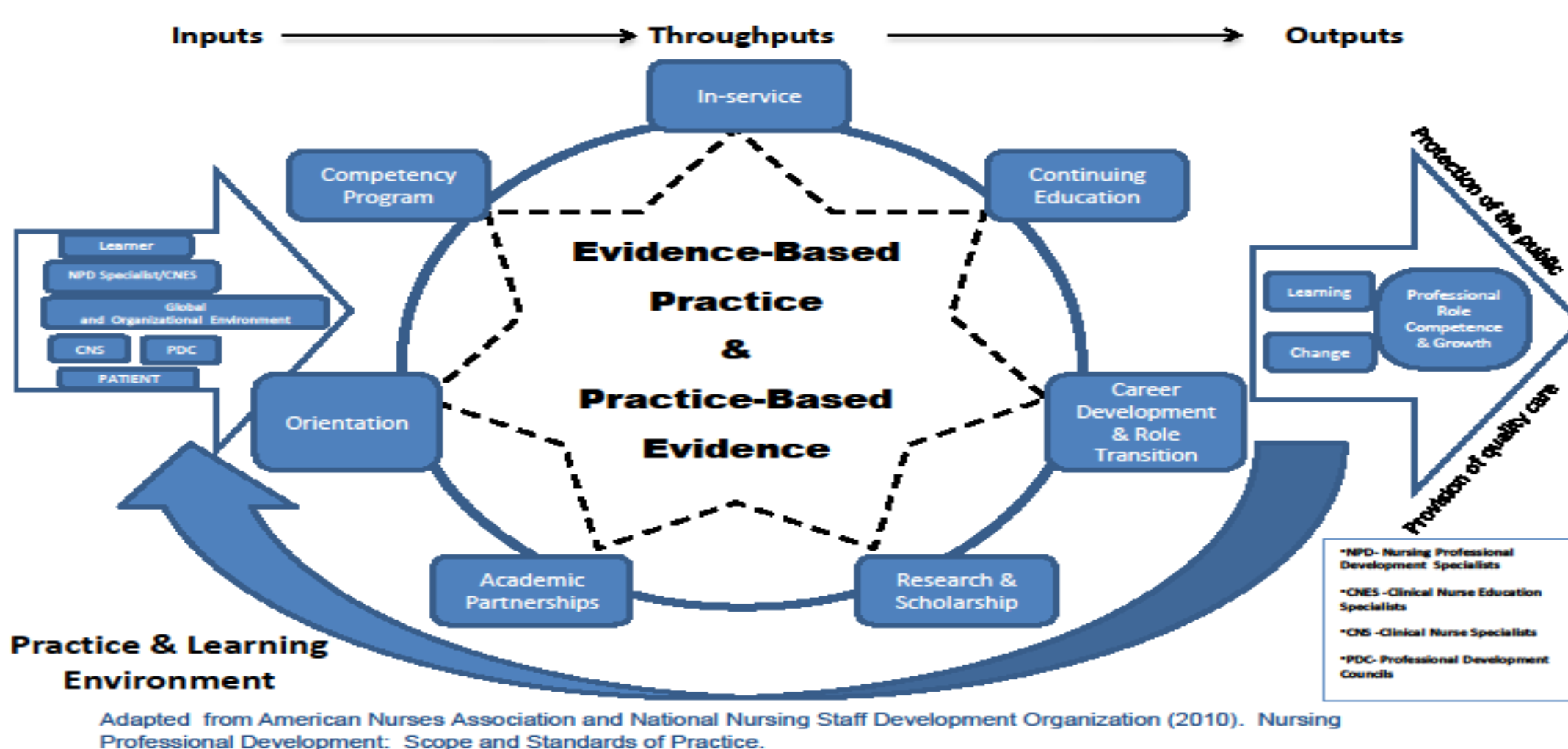
## OBJECTIVE

To discuss how to develop an effective orientation for Nursing Professional Development Specialists (NPDS's)

## Problem

One of the throughputs of the role of NPDS's is orientation of new hire nurses; however the same amount of investment is not always put into orienting new professional development specialists. Many new professional development specialists are hired and just assigned courses and tasks to complete without the proper tools to be successful. It is imperative that NPDS be equipped to provide the lifelong learning opportunities to nursing in an ever-changing healthcare environment with a focus on quality patient outcomes.

### Professional Development Specialist Practice Model



## Background/Rationale

Standards of Professional Performance for NPD - Standard III: *The NPD educator acquires and maintains current knowledge and competency in NPD practice*

Orientation, competence, and career development/transition are Throughputs in the NPDS Professional Practice Model.

How do we address this for our new NPDS?

What can we improve on?

How can we evaluate our success?

## PROJECT DESCRIPTION

NPDS orientation was developed to place a high emphasis on the successful transition of new professional development specialists to their role

Orientation focus:

Socialize the new NPDS's to role

Orient to Environment and introduce to stakeholders

Provide a welcoming atmosphere where NPDS's are comfortable to grow, learn and ask questions,

Identify knowledge gaps and supplement with educational activities

Tools:

NPDS orientation binder

1:1 director and preceptor meetings

Role specific competencies

Orientation agenda

Evaluation plan

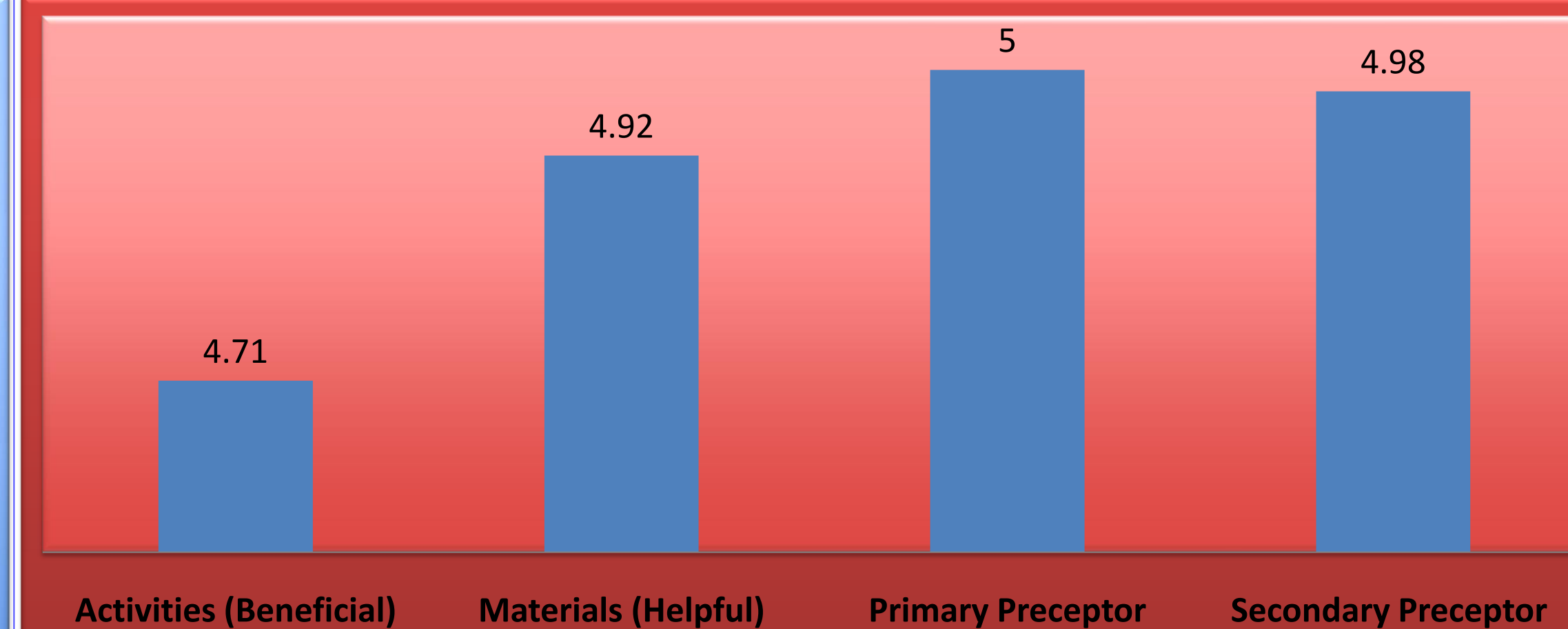


## References

NNSDO/ANA. (2010). Nursing professional development: Scope & standards of practice. Silver Spring, MD: Nursesbooks.org.

Avillion, A. (2011). Professional growth in staff development: Strategies for new and experienced educators. Danvers, MA: HCPro.

## Evaluation



"I loved the welcome breakfast and thought it was extremely welcoming"

"Most structured orientation I have ever received"

"Very helpful to have an orientation to the classroom technology"

"Perhaps a small vignette of each leaders role (more than the name of their role) would have been helpful before meet and greet"

"Encourage a partnership for PDSs beginning at the same time to coordinate their meet and greets together"

"I especially loved the 1:1 sessions"

## Implications

- Orientee pre-assessment to further individualize orientation
- Provide more guidance on project and program management
- Host educational session on classroom technology
- Prearrange key meetings and required classes
- Strong preceptors selection and development
- Departmental collaborative effort to orient NPDS
- Evaluate NPDS for process improvement
- Allow NPDS's opportunity to shadow different presentation styles
- Socialization of the new NPDS's is needed for success