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# Development and Implementation of an Ambulatory Nursing Shared Governance Council

Patricia K. Fioravanti MS, BSN, RN, CCM & Maria Larner, BSN, RN

## Introduction/Background

The American Nurses Credentialing Center (ANCC) Magnet Recognition Program recognizes healthcare organizations for nursing excellence, quality patient care, and nursing practice innovations. Nursing Shared Governance is a pillar of the ANCC Magnet culture; a fundamental component of Magnet designation. Nursing Shared Governance in the ambulatory environment is a new concept.

Shared governance promotes joint accountability and responsibility for decisions affecting nursing practice. It empowers nurses to express, manage, and take ownership of their practice with a higher degree of professional autonomy.

## Purpose

Develop and implement an Ambulatory Nursing Shared Governance Council (ANSGC) to pursue Magnet designation

Measure initial perceived level of professional governance

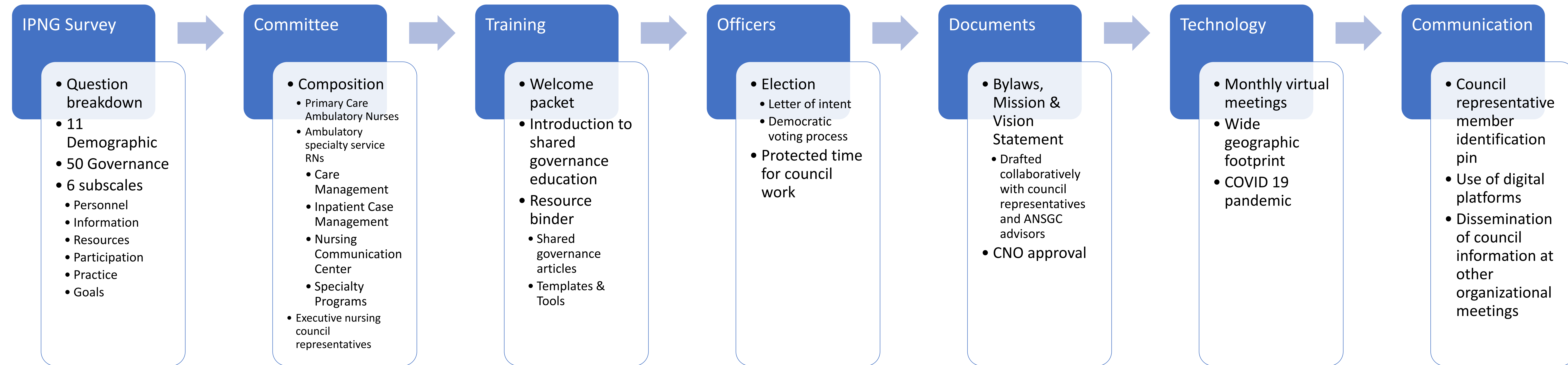
Establish baseline of nurse perceptions regarding Shared Governance

Educate Nurses on Shared Governance principles and practice

## Planning, Structure, & Implementation

Nurse leaders served as Ambulatory Nursing Shared Governance Council advisors and were responsible for designing a council structure to represent ambulatory nurses in 115 practices spanning 8 counties in Western New York.

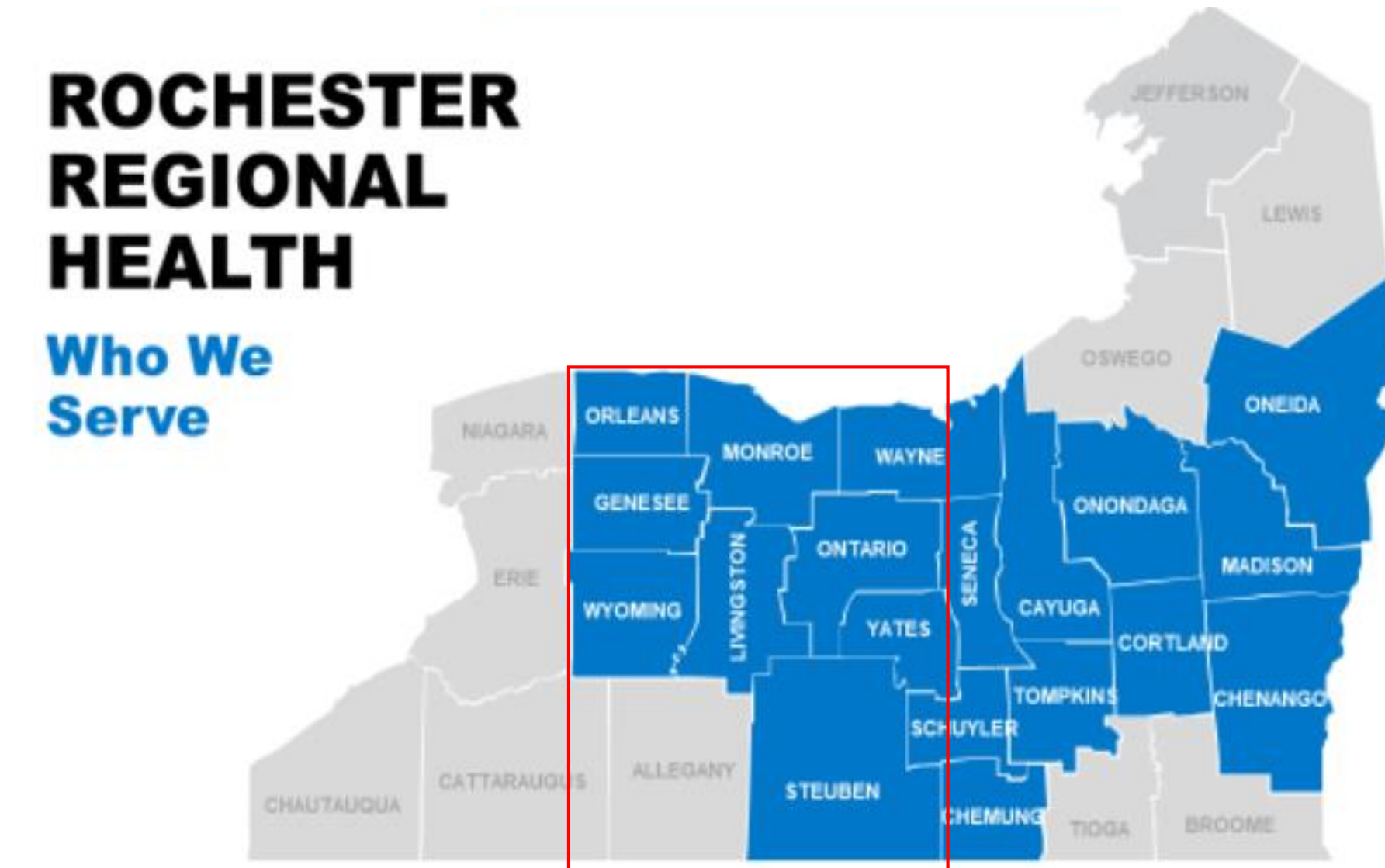
The Index of Professional Nursing Governance (IPNG) survey, an evidence-based tool, was used to establish baseline understanding of ambulatory nurse perceptions around professional governance



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### OUR NURSING TEAMS AT-A-GLANCE

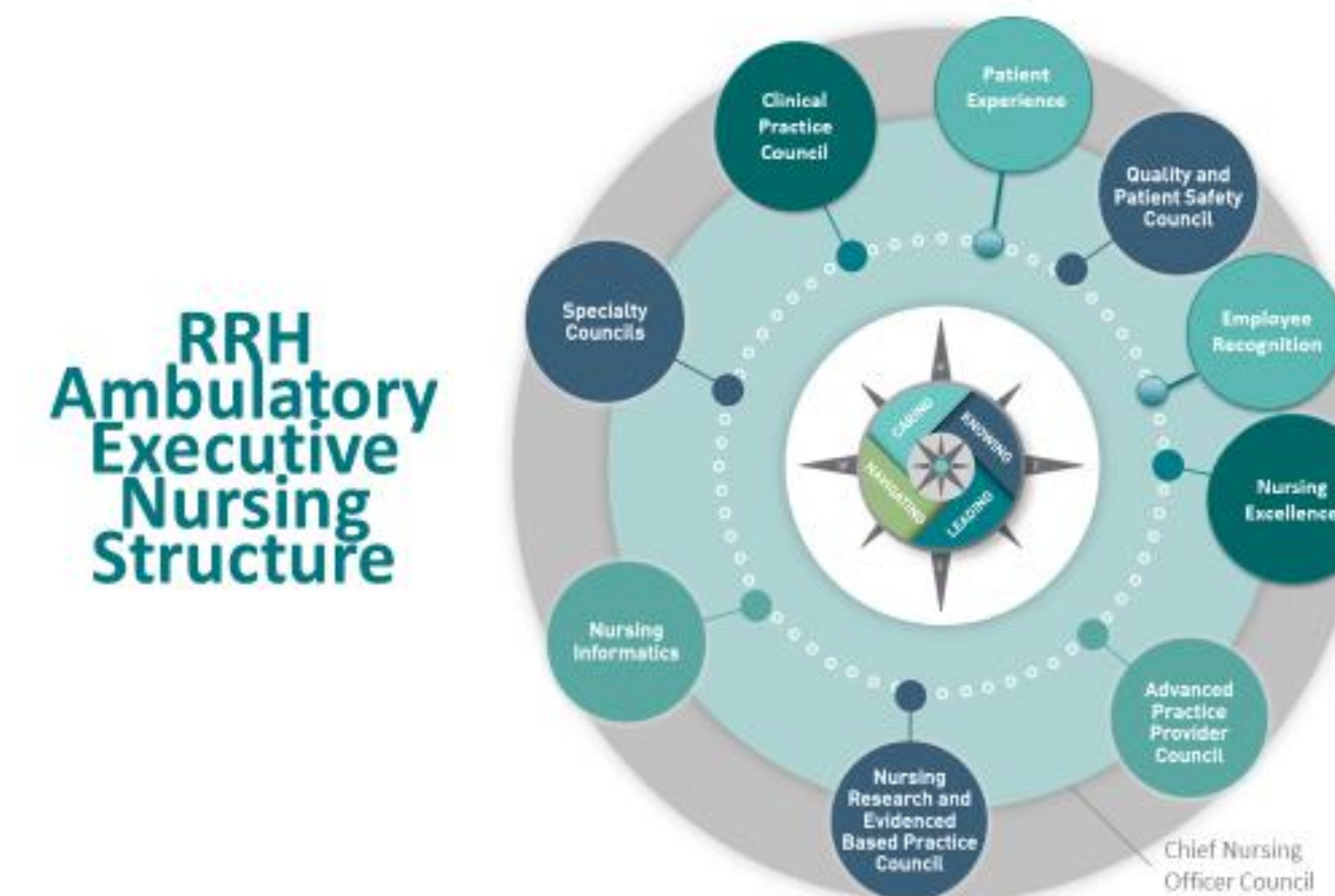
206 RNs    245 LPNs    100 NPs



## Keys to Success

- Robust Nurse Executive support
- Communication across the organization
- Development of trusting collaborative relationships between front line nurses and leadership
- Development of strong bylaws & delivery of foundational Shared Governance education
- Regional/Department equity making ANSGC accessible to all team members
- Navigating the COVID-19 environment

## Executive Nursing Councils reporting in to the ANSGC



## Findings & Outcomes

- Initial IPNG survey indicated the presence of a traditional management style
- ANSGC structure launched
- Ambulatory Magnet designation achieved July 2022

## Next Steps

- IPNG follow-up survey
- Continued development of cyclical communication across the organization
- Maintain nurse engagement & active participation
- Ongoing support & empowerment of frontline nurse leadership development
- Recognition & Celebration
- Alignment with ambulatory nursing professional practice model

## References

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