

This program explores concepts related to evidence-based nursing and transformational leadership in a dynamic practice environment.

Current transition to nursing practice evidence serves as the foundation of UnityPoint Health's Nurse Residency Program.

Focus will be placed on joining previously learned nursing knowledge with bedside practice that embraces UnityPoint Health's mission, vision, and values.

For More Information:

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nurse

residency program



UnityPoint Health
Cedar Rapids

The purpose of this program is to ease the transition from student to professional nurse by supporting you **professionally**, **emotionally**, and **socially** during your first year of nursing.



+ OBJECTIVES

- › Recognize key elements related to patient safety and outcomes directly impacted by the professional nurse.
- › Apply evidence based techniques to effectively manage stress as a new nurse and decrease compassion fatigue.
- › Practice effective communication methods and identify incivility in the workplace.
- › Describe opportunities for the nurse resident to engage in professional development in the nursing profession.

+ ELIGIBILITY

- › A newly graduated nurse with less than six months of clinical experience
- › A nurse with greater than 6 months of clinical experience may be required to participate per leader discretion.

+ START DATES

- › There are multiple start times per year.
- › You are automatically enrolled into the nurse residency program when you accept a nursing position.

+ SESSION TOPICS

- › Stress management & compassion fatigue
- › Teamwork & communication
- › Individualized patient care delivery
- › Quality & safety
- › Evidence-based practice & quality improvement process
- › Ethical practice
- › End-of-life care
- › Technology & innovation
- › Business of healthcare
- › Professional development & leadership

+ WHAT TO EXPECT

- › 4-hour monthly sessions
- › 12 month program
- › Active learning environment
 - Role-play
 - Discussion
 - Reflective writing
- › Paid time to attend sessions
- › Ongoing peer and mentor support
- › Create & present an evidence-based or quality improvement project
 - Individual or small group
- › Upon completion of the Nurse Residency Program, you will be awarded 36 nursing continuing contact hours per the Iowa Board of Nursing.

+ BENEFITS OF COMPLETION

- › Smoother transitions into practice
- › Increased work satisfaction
- › Decreased burnout
- › Improved clinical competency
- › Resources for a variety of scenarios