

# PROFESSIONAL NURSING CAPSTONE EXAMPLE



# Implementation Plan for Nursing

## Abstract

Implementation plan for nursing gives the potential to every individual to contribute to the improvement of the services, irrespective of the discipline, role, or even the function. It advocates the development of the skills of the whole workforce in creating the climate of a continuous service improvement. Nurses are always required to take the lead in the management of the activities within the organization. The purpose of this implementation plan for nursing is to give the guideline for all the individuals in the nursing process so that they may provide appropriate ongoing treatment. Thus, this article provides the implementation plan that will assist them in attaining their duties.

## Introduction

Implementation plan identifies the goals and various activities that the nurses should achieve as part of their duties in managing the patient. It enables optimal treatment to the result in the desired better outcomes during the stay in the healthcare setting. Implementation of such plans allows for the most significant difference to the care of the patients. Without such schemes, very critical issues such as neglects may result in poor outcomes for the patients. It involves giving the information concerning the available services and even educating the patients and the family members concerning the access services. For that matter, this implementation plan will involve giving the established priorities, defining the scope of the nursing, and giving the responsibility matrices. The implementation plan will assist in providing the organizational culture and the work breakdown structure for the nurses.

## **Establish Priorities**

Nursing is a crucial element in the healthcare services, and it requires set priorities for the nurses that will assist them to handle the patients. The failure to establish such plans and even include all the details that are necessary may make nurses fail in handling their duties. The nurses demand to fulfill all the requirements that may affect the timeline and even the budget for every project in nursing. In that case, setting the priorities for the activities that will occur will assist the nurses to know the first action that they should perform. Thus, all the activities will have distributed time frame and even the budget in the way they will be performed.

## **Define the Scope**

Nurses should limit the extent of each activity that they are planning to carry out in advance so that they may prevent different problems that may rise in the healthcare set up. The priorities of the activities and the right protection for the works could assist the nurses to allocate enough resources that will be required to undertake such activities. It will also assist in assigning proper timing and even the financial resources to the activities underlined in the plan. The core functionality of the implementation plan will be to define precisely the deliverables for the nursing activities.

## **Responsibility Matrices**

The implementation plan will require a set of nurses who will contribute, implement, and even accomplish the set plans. Thus, a suitable matrix for the responsibilities will be necessary in place of every nurse so that each nurse will understand in a proper way the responsibilities expected for the nursing purposes. The responsibility matrix will provide the means for all the nurses in the healthcare to view their responsibilities and even agree on their assignments. The responsibility matrix will also assist the nurses to know what they should cover and the things that they may not cover. It will lead to a better distribution of the job tasks to every nurse and will also reduce the idleness among the workers. Thus, the responsibility matrix is a very crucial thing that is required to implement in a better way the plans set by the nurses in achieving their activates.

## **Organizational Culture**

The success of any organization always depends on the entire organizational culture. Thus, a proper implementation plan for the nursing activities will also be satisfactory according to the corporate culture.

The time zones, communication, and even the cultural differences with the nurses may hinder the success of the activities of the nurses since it will always lead to conflicts among the workers. Thus, the organizational culture will make the nurses have the system of the shared beliefs, norms, values, and even the assumptions that bind them together. Hence, the nurses will be able to create the shared meanings since the organizational culture will manifest the norms, customs, and the habits that exemplify the values and the beliefs of the organization. The culture will reflect the personality of the organization, which will be similar to the characters of the individual. Thus, the implementation of the plan will be successful when the organization has such common culture.

### **Work Breakdown Structure (WBS)**

To implement any idea that has been written in the plan, the work breakdown structure will be required. WBS is an imperative for developing a successful plan, and the nurses will enjoy most when they use the WBS. It will track the progress and even forecast the way in which different activities of the nursing will be carried out by the nurses. The WBS will also result to on time completion of the activities and the cost effective in managing the nursing activities. The WBS will also make it possible to plan, schedule, and even budget for the nursing activities. It will give the framework that will assist in tracking the cost and the work performance of the nurses.

### **Conclusion**

In conclusion, an implementation plan for the nursing is critical and require much attention. Nurses may develop a good plan and give all the outlines of what they may expect from such programs. However, when there is no proper implementation of such policies, then it will be an automatic failure for the nurses since all their plans will fail. Thus, the proper structure must be set to ensure that the implementation of such programs is useful.

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