

Lakeside Hospital

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Summary of the Facts

- Paradise Valley Hospital 
- Employee Background: Karen
- Julian -CEO
- Karen vs. Julian dynamic
- Wrongful termination 

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Statement of the Problem

- Organizational Structure
 - Lack of communication
 - Underlying issues
 - Wrongful termination

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Causes of the Problem

- Lack of communication between Karen vs. Julian
- Lack of support from Senior Management
- Under staffing
- Excessive paperwork
- Poor organizational structure

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Possible Solutions:

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- Suggest an organizational communication plan
- Electronic Health Record (EHR)
- Workflow Analysis
- Job Analysis
 - Job Description
- Employee Development Program
 - Development analysis
 - Training
- Hiring more people / (Nurse-to-Patient Ratio)

Proposed RN Ratios

Intensive/Critical Care	1:2
Neonatal Intensive Care	1:2
Operating Room plus at least one additional scrub assistant	1:1
Post-anesthesia	1:2
Labor and Delivery	1:2
Antepartum	1:3
Combined Labor & Delivery, & Postpartum	1:3
Well Baby Nursery	1:6
Postpartum Couplets	1:3
Intermediate Care Nursery	1:4
Pediatrics	1:3
Emergency Room	1:3
Trauma Patient in ER	1:1
ICU Patient in ER	1:2
Step Down	1:3
Telemetry	1:3
Medical/Surgical	1:4
Coronary Care	1:2
Acute Respiratory Care	1:2
Burn Unit	1:2
Other Specialty Care Units	1:4
Psychiatric	1:4
Rehabilitation	1:5
Skilled Nursing Facility	1:5

Recommended Solutions and Implementation

- Job Analysis/Personnel Analysis of Senior Management
 - Director of Nursing Training
 - Hospital Administrator Management Training

- Electronic Health Record (EHR)

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Director of Nursing Training

- Why is Training Necessary?
- Relias Learning
- Nursing Education-Ceus

- Workforce retention strategies for the future
- Reduce professional and academic personnel
- Early & Ongoing education activities
- Education
- Develop a strong sense of pride in education
- Education
- Increase student retention
- Increase the number of graduates for nursing
- Meet staff
- Increase faculty and staff compliance with a

Relias Learning

- Certificate and License - 20 hours
- Accredited by American Nurses Credentialing Center
- Features
 - Multiple Media and Case Training
 - Personnel and Financial Management
 - Overseeing Facility Administration
 - Administration of the Nursing Department
 - Looking and Developing Nursing Staff
 - Resident Assessment and Care
 - Creating a Safe, Caring Culture

Nursing Education-Ceus

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