# Nursing at Park Nicollet

## Nursing Vision

Nursing at PNHS aspires to be nationally-recognized for exceptional, patient-centered, evidence-based care.

## Mission

Our mission is to improve health, well-being in partnership with our members, patients, and community.

## Core Values

- **Excellence.** We strive for the best results and always look for ways to improve. I do my best and always look for ways to improve.
- **Compassion.** We care and show empathy and respect for each person. I care and show empathy and respect for each person.
- **Partnership.** We are strongest when we work together and with those we serve. I am most effective when I work together with my colleagues and with those we serve.
- **Integrity.** We are open and honest, and we keep our commitments. I am open and honest and I keep my commitments.

## Nursing Strategic Plan

Outlines the 5 key focus areas for nursing and directly links to the organizational strategic plan. The [Nursing Strategic Plan](#) developed with input from staff nurses and nurse leaders across the organization.

## Professional Nursing Practice Model

A visual framework that articulates the professional care and competencies needed to achieve the highest quality evidence-based outcomes for patients.

## Nursing Team Core Competencies

10 core competencies for all professional nurses practicing in any setting.
2. Identify innovative staff competency measurement tools using simulation labs and other techniques.

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Relationship-Based Care
By Nurses, With Our Patients

- Relationship-Based Care (Manthey)
- Novice to Expert (Benner)
- Clinical Practice Model (Wesorick)
HEAD + HEART, TOGETHER BEHAVIORS

**MAKES CONNECTIONS**
Connects dots throughout the organization; understands how to get things done through formal and informal networks.

**SETS PRIORITIES**
Spends time on what’s important; removes roadblocks; creates focus.

**DRIVES FOR RESULTS AND EXCELLENCE**
Can be counted on to reach goals; looks for ways to improve and drive overall excellence; demonstrates Triple Aim focus.

**THINKS CRITICALLY**
Uses logic and methods to develop effective solutions; can find hidden opportunities or problems; looks beyond the obvious.

**DEALS WITH AMBIGUITY**
Adapts to change; can decide and act without the total picture; handles risk and uncertainty well.

**FOCUSES ON THOSE WE SERVE**
Committed to exceptional experience; puts patients, families, members and customers at the center; builds trust and respect.

**DEMONSTRATES INTEGRITY**
Earns trust; is open and honest; keeps commitments; admits mistakes.

**SHOWS COMPASSION**
Genuinely cares; shows empathy and respect for others.

**DEMONSTRATES COURAGE**
Provides positive and constructive feedback to others; speaks up; resolves conflicts; isn’t afraid to take appropriate action.

**DEVELOPS SELF**
Works to improve personally and professionally; uses strengths; identifies and addresses development areas; is accountable.

**PROMOTES TEAMWORK**
Contributes effectively to teams; brings a positive attitude, is involved and engaged, and encourages sharing of ideas.

**EMBRACES DIVERSITY**
Is inclusive of people, ideas and perspectives; respects others; is open and curious; promotes fairness, equitable care and opportunity for all.

**BUILDS PARTNERSHIPS**
Relates well to others; is easy to approach and talk to; builds constructive and healthy relationships.

**COMMUNICATES EFFECTIVELY**
Speaks and writes clearly; seeks to understand; provides context and information people need.

**MAINTAINS COMPOSURE**
Manages oneself under pressure; is a calming influence in a crisis; is resilient.

**DEVELOPS PEOPLE**
Knows each person’s career goals; guides and encourages others; inspires and motivates people to live our Behaviors; holds people accountable.

**BRINGS OUT THE BEST IN OTHERS**
Creates an environment for people to do their best; empowers and engages others; helps others see how their work impacts the success of our organization; inspires joy and fun.

**THINKS STRATEGICALLY**
Uses broad knowledge; shares a vision for the future; creates competitive and innovative solutions; leads through change.

**MAKES QUALITY DECISIONS**
Makes sound decisions based on a mixture of analysis, knowledge and judgment; is guided by honesty and integrity.

**MANAGES PROCESS**
Figures out processes necessary to get things done; plans and organizes people and activities; simplifies complex processes.

These behaviors bring our values of **Excellence, Compassion, Partnership** and **Integrity** to life.