

Nursing Informatics Leadership Competencies: Transforming Mentorships Through Innovation

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Abstract

In today's healthcare environment, leaders must have a skill set with the aim of transforming healthcare through technology, innovation, and research. Continued life-long learning is essential in the field of informatics to improve health care. Utilizing Quality and Safety Education for Nurses (QSEN) competencies, Benner's Novice to Expert Theory as well as Theory of Inventive Problem Solving (TRIZ) Theory (an organized and systematic approach to innovative thinking), the development of a competency assessment tool for leadership transformation to include Nursing Informatics Leaders in a 355 bed safety net community hospital with 11 neighborhood health clinics and ever changing and expanding environment was explored. The competencies outline nursing leadership skills to include change management principles, communication, technology, project management, creativity and innovation, and QSEN principles of patient-centered care, teamwork and collaboration, evidence-based practice, quality management, safety, informatics principles encompassing research, innovation, science and technology as outlined by QSEN Institute Competencies, 2022. Nursing Informatics leaders require a combination of several skill sets that encompass knowledge of technology, science, data analytics, systems thinking, research, communication and collaboration, leveraging and negotiating, innovation, creativity, change management, regulatory and quality management, human resource principles, adaptability, resiliency and organizational management that will transform organizations into high-reliability organizations providing safe, efficient quality care.

This abstract will study new skill sets gained with the Nursing Informatics Leaders to include Revenue Cycle and Coding and billing workflows to lead the hospital's STEAM TEAM with weekly meetings reviewing data and assisting with front-end process improvement measures for teams. Specific competencies with life-long learning requirements are presented with two Masters in Nursing Informatics team members, one Masters in Healthcare Administration, one DNP in Nursing Administration and several certifications in various healthcare roles. The Nursing Informatics team also are leaders of several hospital based and community based committees to include process improvement council, research and quality improvement council, and have participated yearly in several local, state and national presentations related to informatics and improving health care to include three Baldrige reviewers for the state of Texas. The Nursing Informatics Tool was recently requested to be shared with the VA as they are developing competencies for a CNIO role and they utilize Benner's Beginner to Novice Theory.

The author of this abstract has requested that the VA share their findings on the use of the Nursing Informatics Leadership tool to begin work on validity and reliability when used outside of the current setting where the tool was developed and implemented. The author of this abstract is in the process of conducting a survey with the Nursing Informatics Team to improve the tool while also working on future research to include validity and reliability of the Leadership Assessment Tool while expanding the use of the tool to other national organizations to be able to share and improve on Nursing Informatics skill sets for leadership roles within a dynamic, innovative, constantly changing role that integrates theoretical nursing knowledge, complex informational sciences and analytical data communication that can impact health care and drive change to improve quality care.