**Discussion 1**

A new director decides to reorganize the department you work in. This reorganization comes about without input from the employees and many of the nurses that you oversee are feeling resentful of the change. As a nurse leader, identify factors that may lead to conflict and ways you can manage them.

**Discussion 2**

Personal affiliations and networking are important for nursing leaders. Why are these important? How will they benefit you in your career future? Identify two affiliations or a situation in which you have networked for the health of a population or your community.

**Organizational Values Presentation**

Prepare a 10-minute presentation (10-15 slides, not including title or reference slide) on organizational culture and values.

1. Describe how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes.
2. Discuss how an individual can use effective communication techniques to overcome workplace challenges, encourage collaboration across groups, and promote effective problem solving. Incorporate how system needs and the culture of health may influence the outcomes. How does this relate to health promotion and disease prevention in the larger picture?
3. Identify a specific instance from your own professional experience in which the values of the organization and the values of the individual nurses did or did not align. Describe the impact this had on nurse engagement and patient outcomes.

While APA style format is not required for the body of this assignment, solid academic writing is expected and in-text citations and references should be presented using APA documentation guidelines, which can be found in the APA Style Guide, located in the Student Success Center.

This assignment uses a rubric. Please review the rubric prior to beginning the assignment to become familiar with the expectations for successful completion.

**Rubric**

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| Top of Form  **Organizational Values Presentation**   |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | **1 Unsatisfactory 0.00%** | **2 Less than Satisfactory 75.00%** | **3 Satisfactory 79.00%** | **4 Good 89.00%** | **5 Excellent 100.00%** | | **80.0 %Content** |  | | | | | | | **26.0 %Describes how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes.** | A description to how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes is not provided. | A description to how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes is provided; however, relevant information is missing as indicated in the assignment instructions. | A description to how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes is provided and meets the basic criteria for the assignment as indicated in the assignment instructions. | A description to how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes is offered in detail. | A description to how alignment between the values of an organization and the values of the nurse impact nurse engagement and patient outcomes is offered in detail, while demonstrating higher level thinking by incorporating prior learning or reflective thought. |  | | **26.0 %Discusses how an individual can use effective communication techniques to Overcome Workplace Challenges, Encourage Collaboration Across Groups, and Promote Effective Problem-Solving.** | A discussion to how an individual can use effective communication techniques to overcome workplace challenges, encourage collaboration across groups, and promote effective problem-solving is not provided. The influence of system needs and culture of health is not included; a correlation of how these relate to health promotion and disease prevention is not established. | A discussion to how an individual can use effective communication techniques to overcome workplace challenges, encourage collaboration across groups, and promote effective problem-solving is not provided. is offered; however, relevant information is missing as indicated by the assignment instructions. The influence of system needs and culture of health is referenced but not discussed; a correlation of how these relate to health promotion and disease prevention is not established. | A discussion to how an individual can use effective communication techniques to overcome workplace challenges, encourage collaboration across groups, and promote effective problem-solving is not provided. is offered and meets the basic criteria for the assignment as indicated by the assignment instructions. The influence of system needs and culture of health is summarized; a clear correlation of how these relate to health promotion and disease prevention is not established. | A discussion to how an individual can use effective communication techniques to overcome workplace challenges, encourage collaboration across groups, and promote effective problem-solving is offered in detail. The influence of system needs and culture of health is discussed; a general correlation of how these relate to health promotion and disease prevention is established. | A discussion to how an individual can use effective communication techniques to overcome workplace challenges, encourage collaboration across groups, and promote effective problem-solving is offered in detail, while demonstrating higher level thinking by incorporating prior learning or reflective thought. The influence of system needs and culture of health is thoroughly discussed; a strong correlation of how these relate to health promotion and disease prevention is established. |  | | **28.0 %Identify a specific instance from your own professional experience in which the values of the organization and the values of individual nurses did or did not align. Describe the impact this had on nurse engagement and patient outcomes.** | Identification of a specific instance from your own professional experience in which the values of the organization and the values of the individual nurses did or did not align is not provided. | Identification of a specific instance from your own professional experience in which the values of the organization and the values of the individual nurses did or did not align is offered; however, relevant information is missing such as a description of the impact this had on nurse engagement and patient outcomes. | Identification of a specific instance from your own professional experience in which the values of the organization and the values of the individual nurses did or did not align meets the basic criteria for the assignment as indicated in the assignment instructions. | An example from your professional experience is offered in detail. | An example from your professional experience is offered in detail, while demonstrating higher level thinking by incorporating prior learning or reflective thought. |  | | **15.0 %Organization and Effectiveness** |  | | | | | | | **5.0 %Layout** | The layout is cluttered, confusing, and does not use spacing, headings, and subheadings to enhance the readability. The text is extremely difficult to read with long blocks of text, small point size for fonts, and inappropriate contrasting colors. Poor use of headings, subheadings, indentations, or bold formatting is evident. | The layout shows some structure, but appears cluttered and busy or distracting with large gaps of white space or a distracting background. Overall readability is difficult due to lengthy paragraphs, too many different fonts, dark or busy background, overuse of bold, or lack of appropriate indentations of text. | The layout uses horizontal and vertical white space appropriately. Sometimes the fonts are easy to read, but in a few places the use of fonts, italics, bold, long paragraphs, color, or busy background detracts and does not enhance readability. | The layout background and text complement each other and enable the content to be easily read. The fonts are easy to read and point size varies appropriately for headings and text. | The layout is visually pleasing and contributes to the overall message with appropriate use of headings, subheadings, and white space. Text is appropriate in length for the target audience and to the point. The background and colors enhance the readability of the text. |  | | **15.0 %Organization and Effectiveness** |  | | | | | | | **5.0 %Language Use and Audience Awareness (includes sentence construction, word choice, etc.)** | Inappropriate word choice and lack of variety in language use are evident. Writer appears to be unaware of audience. Use of ?primer prose? indicates writer either does not apply figures of speech or uses them inappropriately. | Some distracting inconsistencies in language choice (register) and/or word choice are present. The writer exhibits some lack of control in using figures of speech appropriately. | Language is appropriate to the targeted audience for the most part. | The writer is clearly aware of audience, uses a variety of appropriate vocabulary for the targeted audience, and uses figures of speech to communicate clearly. | The writer uses a variety of sentence constructions, figures of speech, and word choice in distinctive and creative ways that are appropriate to purpose, discipline, and scope. |  | | **15.0 %Organization and Effectiveness** |  | | | | | | | **5.0 %Mechanics of Writing (includes spelling, punctuation, grammar, language use)** | Slide errors are pervasive enough that they impede communication of meaning. | Frequent and repetitive mechanical errors distract the reader. | Some mechanical errors or typos are present, but are not overly distracting to the reader. | Slides are largely free of mechanical errors, although a few may be present. | Writer is clearly in control of standard, written academic English. |  | | **5.0 %Format** |  | | | | | | | **5.0 %Mechanics of Writing (includes spelling, punctuation, grammar, language use)** | Contains no title slide, no references section, and no correctly cited references within the body of the presentation. | Title slide is incomplete or inaccurate. References section includes sources, but many citation errors. Citations are included within the body of the presentation but with many errors. | Title slide has minor errors. References section includes sources, but they are not consistently cited correctly. Citations are included within the body of the presentation but with some errors. | Title slide is complete. References section includes correctly cited sources with minimal errors. Correct citations are included within the body of the presentation. | Title slide is complete. References section includes correctly cited sources. Correct citations are included within the body of the presentation. |  | | **100 %Total Weightage** |  | | | | |  |   Bottom of Form |  |
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