

## **Successful Transition to Practice: Using the Nursing Process to Individualize Critical Care Orientation**

**Problem:** Without a process to identify concerns during a critical care new graduate nurses' (NGs) orientation, preceptors had a difficult time helping them progress. Problems were identified late, resulting in a lengthened orientation time.

**Background/Evidence:** Transition to practice is difficult for NGs, but it is a critical professional development time. Successful transition sets the foundation for the entirety of their career. When transition is not smooth, NTs can feel unsupported and overwhelmed. This project sought to implement evidence based strategies to reduce time to competency and provide a positive return on investment (ROI).

**Aim/Objectives:** To optimize the transition to practice for NGs by testing how targeted goal setting during progress meetings would allow the interprofessional team to customize learning needs in a progressive manner.

**Methods/Strategy:** Using Lean principles, a weekly form was developed for preceptors to measure progress in time management, communication, critical thinking, technical skills, confidence, and customer service. These forms provided a visual indicator identifying the NGs status as "red" or "green". Goals were set during progress meetings based on the red/green status of the NG.

**Results:** Early problem identification and targeted goal setting led to an overall decrease in orientation time and cost savings. Baseline orientation was 12 weeks for intermediate care and 18 weeks for ICU. The initial cohort of 25 NGs in critical care saved 69 weeks of orientation. This reduction in weeks of orientation resulted in a cost savings of \$86,940, and a ROI of 1245%. The NGs valued transparent feedback and reported higher degrees of confidence.

**Recommendations:** The program's success continued in critical care and spread housewide for all NGs. Progress meetings with targeted goal setting have become a vital part of the orientation process. The program has since been adapted for use with experienced new hire nurses.

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