

New Nurse Manager Orientation Guide

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Include the formal time for orientation on the unit and the most important issues nurse managers need to become familiar with and devote their time to. 4. Manager support. New managers need support from their director in the form of uninterrupted time. Directors should schedule three-minute meetings twice a week with new managers.
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Providing nurse managers with the level of orientation discussed above can sound overwhelming, because adapting or building a new orientation program is time-consuming and costly. These factors coupled with the stress of finding time to schedule different orientations for new nurse managers is more than enough to make you cringe.

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A nurse manager orientation program (Cohen, 2013) An online portal providing a repository of information for FLNMs (Parry, et. al., 2012) Didactic sessions to educate about leadership skills (Maryniak, 2011) A leadership development program for nurse managers based upon the Nurse Manager Leadership Domain of AONE (Fennimore and Wolf, 2011)

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New managers should review the Manager Training Program Checklist with his/her manager and do a self-assessment to determine specific areas of focus and to determine learning priorities. Training Resources. To access the Manager and Nurse Manager Checklists, please access Self Serve for the most current versions.

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