Written Assignment 2

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Author Note

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An organization always requires a purpose in order to operate. This purpose is then defined through its mission statement and assesses the nature of its goals, purposes, and philosophies in an effort to achieve all that is needed. According to MacLeod (2016), mission, vision and the value statement play a key role in the alignment of the organization, which in-turn promotes interdisciplinary coordination and efficiency. This idea was furthered by Berryman, Palmer, Kohl & Parham (2013), who stated that coordinated care is crucial, which prevents unnecessary spending in healthcare. Thus, this paper seeks to explore the mission and goals of an organization, along with the strengths and the weaknesses of the nursing strategies.

# Nursing Mission and Individual Role

The nursing mission of the organization being i.e. Ohio Hills Healthcare Services studied is to use the nursing knowledge, skills, and compassion to have a positive impact on the life of people by providing them with patient-centered care (Ohio Hills, 2019). The nursing organization at Ohio Hills reflects the depiction of nursing given by the American Nursing Association. It requires intuition, respect for human dignity and knowledge gained through proper education and experience (American Nurses Association Enterprise, 2018).

The unit that I work with aims to provide excellent, seamless care through a dedicated team by utilizing innovative treatments and patient-centered care (Ohio Hills, 2019). This philosophy is consistent with the mission of the organization and focuses on improved community health with affordable care and positive patient outcomes and experiences. My individual role here was to use my nursing skills and experience to work collaboratively with other disciplines to provide excellent individualized care to my patients by using innovative treatment methods to achieve the best possible outcome for my client.

# Structure of the Nursing Department

A decentralized philosophy was used to structure the nursing department. Here, the nurses were empowered to make sound decisions with regard to the topics that impacted their work and the environment that they operated in through councils and committees, with each committee being tasked to participate in the hiring process to support the new staff. The shared governance model allowed for the practice to be improved upon, which created an environment that encourages actions and decision-making to remain effective and close to the point of service (Huber, 2014).

# Pros and Cons of the Organizational Model

This model, just like any, is accompanied by its own set of pros and cons. The pros of a decentralized shared governance model are increased accountability and transparency as staff members take responsibility for their decisions and work, future leaders are developed in the shared governance process and sharing of ideas promotes innovation in the workplace. Despite being so extensive in nature, the pros of the process greatly outweigh the con, considering the sheer number of satisfied patients that walk through the door at the end of the day.

# Ways to Strength the Mission through Strategies

We could always consider organizing a health fair, where staff nurses could volunteer their services by testing blood sugar levels, blood pressure, skin cancer screening, nutritional education, and mobile mammogram unit to promote healthcare among the members of the community. Furthermore, certain structural changes in the organization will also enable the possibility of the organization being upgraded in an effort to provide better care. This way, a number of more positions will open up for the nursing staff, which will enable the present staff members to take better care of the population.

# Conclusion

Ultimately, the mission of the healthcare organization is to build a roadmap for both the current and future direction of the organization, which could improve the provision of quality healthcare services in the long run. Here, each staff member, especially the nurses, has to play a huge contributory role to ensure that the system keeps on developing and growing to provide better care to the masses.

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