Nurse Managers’ Challenges

Nurse Managers play an essential role in any healthcare organization. In fact, they are the heart and soul of the organization and determine the success of the executives there. The Healthcare Performance Institute invites you to consider the 13 challenges that every Nurse Manager faces, and apply them to your own situation. Here are the 13 challenges to overcome:

1. Changes in nursing and the negative perceptions about the profession, which makes attracting and keeping quality staff difficult.
2. Silos in most hospitals, which makes clear and effective communication a constant challenge.
3. Constant variability in the resource needs on the unit, due to variation in patient census.
4. The challenging transition from being a member of the staff to becoming a member of management.
5. The need to take 100% responsibility for everything that happens on the unit, but without having 100% authority.
6. Labor and union issues that threaten to take away the management prerogative.
7. How to develop the skills to recruit, retain, manage and develop a loyal cadre of caregivers.
8. Managing multiple stakeholders in the hospital or healthcare system.
9. Keeping quality and safety standards high even with financial constraints.
10. Budget and financial management, which is becoming essential in every healthcare organization.
11. Managing time with multiple demands on the Nurse Manager's attention.
12. Remaining resilient in the face of all of these challenges.
13. Taking time to develop one's own career.

資料來源：http://www.healthcareperformanceinstitute.com