What is SHARED Governance

A professional practice model that empowers nurses (and others in patient care) by giving them a voice in the decision-making processes that affect their practice and the care they provide their patients. When granting Magnet Recognition® and Pathway to Excellence® Program designations, the American Nurses Credentialing Center considers how well the principles of shared governance are implemented throughout an organization.

4 Principles of SHARED Governance

**PARTNERSHIP**
Emphasis on teamwork among healthcare providers and between providers and patients

**EQUITY**
Equal focus on services, patients and staff because each is essential in providing safe and effective care

**OWNERSHIP**
Each team member owns his or her contributions to healthcare decision-making

**ACCOUNTABILITY**
Considered the core of shared governance, it is the willingness to take responsibility for decision-making

**EFFECTIVE**

SHARED Governance leads to:

- Increased nurse retention
- Empowered nurses
- Improved nurse satisfaction
- Engagement and synergy among members of a healthcare team
- Improved patient care and safety conditions
- Decreased hospital lengths of stay
- Improved patient satisfaction

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