



# SHARED GOVERNANCE

## What is SHARED GOVERNANCE?

An empowering organizational model that creates a structure for shared decision-making in the clinical care of 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 nurses, healthcare providers and their patients.



### OWNERSHIP

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



### EQUITY

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



### ACCOUNTABILITY

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

## EFFECTIVE Shared Governance leads to:

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

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