Building an Effective Orientation Program: Strategies for Success

M. Bridget Kerr, MSN, RN, CNOR
Building an Effective Orientation Program

Elements
Strategies
Tools
Management
Cleveland Clinic

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Nursing Education
Cleveland Clinic

Elements  Strategies  Tools  Management

- Improved Onboarding Experience
- Education
- Professional Development
- Employee Engagement
<table>
<thead>
<tr>
<th>Time</th>
<th>Monday 5/19/14</th>
<th>Tuesday 5/20/14</th>
<th>Wednesday 5/21/14</th>
<th>Thursday 5/22/14</th>
<th>Friday 5/23/14</th>
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</thead>
<tbody>
<tr>
<td>0700 - 1530</td>
<td>Welcome &amp; Introductions 000 - 1100</td>
<td>0700 - 1530</td>
<td>0700 - 1530</td>
<td>0700-1530</td>
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<tr>
<td></td>
<td>Tour &amp; Lockers</td>
<td>Welcome Back!</td>
<td>Work with Preceptor</td>
<td>Work with preceptor:</td>
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<td></td>
<td>Timecard Review</td>
<td>Complete paperwork</td>
<td>Second scrub</td>
<td>Second scrub</td>
<td>0700-0800 In-Service</td>
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<td></td>
<td>100-1145: Lunch 145-1500</td>
<td>Work with Preceptor</td>
<td>Remain scrubbed through cases</td>
<td>Work with Preceptor</td>
<td>J2-602 with Preceptor</td>
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<td></td>
<td>Complete onboarding paperwork/competencies lock OR:</td>
<td>Scrub/Prep Circulator X 2 Weeks ➔</td>
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<td></td>
<td>0800-0830 Meeting with Manager, Preceptor and Educator</td>
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<tr>
<td></td>
<td>Procedure room safety conscious not convenience</td>
<td>Circulating/Sedation X 2 Weeks ➔</td>
<td></td>
<td></td>
<td>• Work with Preceptor Second scrub</td>
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<tr>
<td></td>
<td>Critical Thinking</td>
<td>Monitor X 2 Weeks ➔</td>
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<tr>
<td></td>
<td>Professionalism</td>
<td>Rotate X 2 Weeks ➔</td>
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<td></td>
<td>Code Blue/Emergency</td>
<td><strong>Preferred Case Order: Diagnostic Lab/Cases First</strong></td>
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<tr>
<td></td>
<td>Restraints</td>
<td>Followed by Interventional Lab/Cases</td>
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<tr>
<td></td>
<td>Scrubbing, Gowning, Gloving, PPE</td>
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<td>Aseptic technique/Table set up</td>
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<td>Opening Sterile Supplies Med Solution labeling Clipping</td>
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<td></td>
<td>Prepping Patient Positioning/Draping Electrosurgery Specimen handling</td>
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</table>

**Register Nurse Orientation**

**Welcome New Candidate**

NM: CVL/EP  
ANM: Super Nurse  
Preceptor: Super Preceptor  
pgr 25678  
X44444  
pgr 23456  
X44444  
pgr 56789  
X44444  
pgr 85465  
x52078  

Bridget Kerr  
Bridget Kerr /Preceptor  
Preceptor  
Preceptor  
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Forms and Meetings
Orientation Skills Checklist
Competency Checklist
Weekly Progress Summary
Orientation Team Meetings
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LEADERSHIP

[Image of three figures with gears, symbolizing teamwork and collaboration]
Building an Effective Orientation Program

Elements

Strategies

Tools

Management
References


Google Images. (2014). Retrieved from [https://www.google.co.uk/search?q=nursing+education&biw=1122&bih=522&source=lnms&tbm=isch&sa=X&ei=ma0mVPGkLtfkap6ggsAO&ved=0CAYQ_AUoAQ](https://www.google.co.uk/search?q=nursing+education&biw=1122&bih=522&source=lnms&tbm=isch&sa=X&ei=ma0mVPGkLtfkap6ggsAO&ved=0CAYQ_AUoAQ)


[http://dx.doi.org/http://dx.doi.org.ezp.waldenulibrary.org/10.1016/S0001-2092(06)61549-4](http://dx.doi.org/http://dx.doi.org.ezp.waldenulibrary.org/10.1016/S0001-2092(06)61549-4)

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Building an Effective Orientation Program
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Week 1

Week 2

Week 3

Week 4

Week 5

MOB

NCO

CCO

RNO

UBO
Building an Effective Orientation Program

RNO

Day 1: Management of nursing care
Day 2: Maximizing patient
Day 3: Interdisciplinary collaborative teamwork
Day 4: Professional and Ethical Practice
Day 5: Professional Development
Building an Effective Orientation Program
Abu Dhabi
Al Zahiyah

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Thank You!