Innovative Onboarding Solutions

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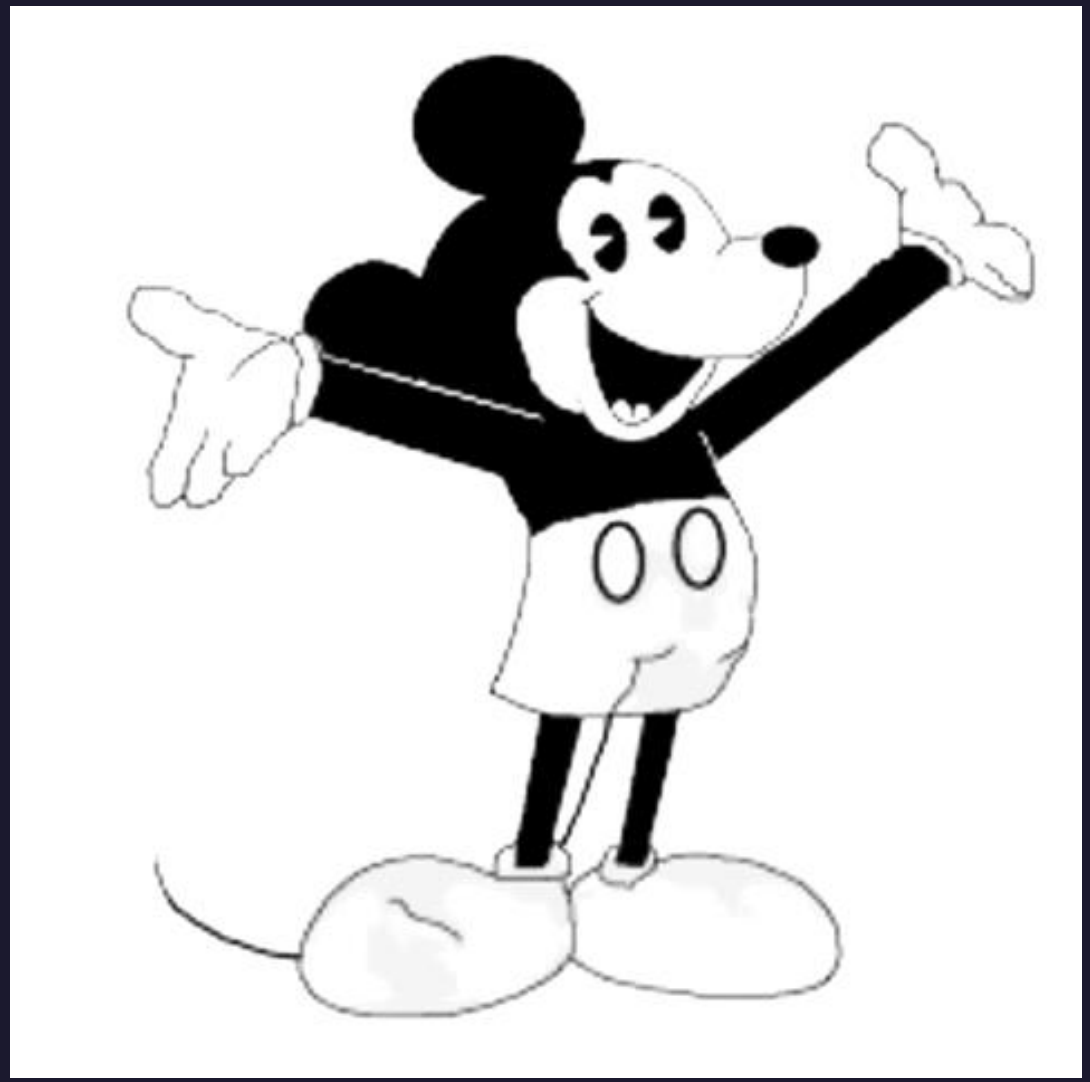


Steamboat Willie

Innovation

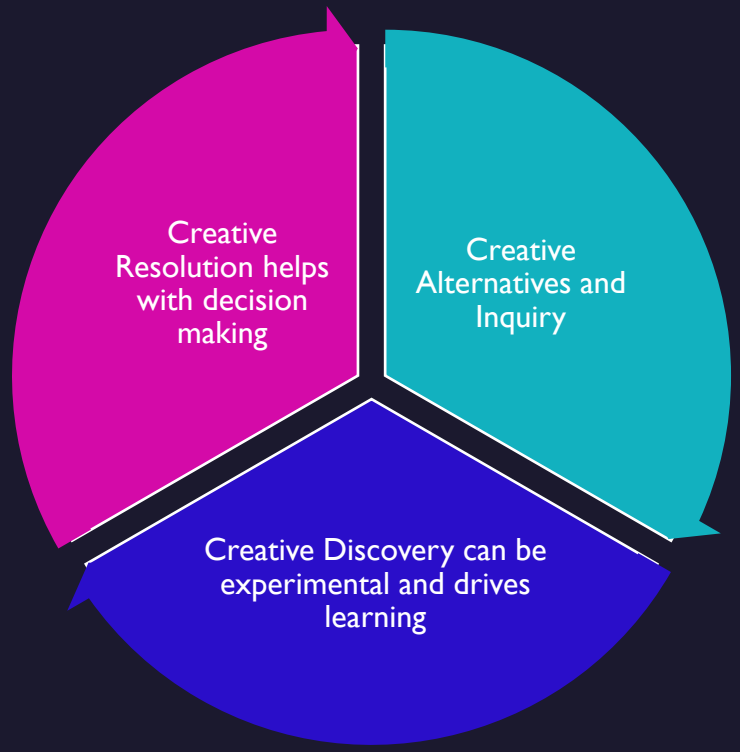
- The process of improving an idea
- Innovation include trial and error which helps to develop stronger programs

Collective Genius

Linda Hill, Harvard professor and author explains that innovation is not created by solo genius but by the collective genius which is a group working towards a common goal.

Houston Methodist Academic Institute

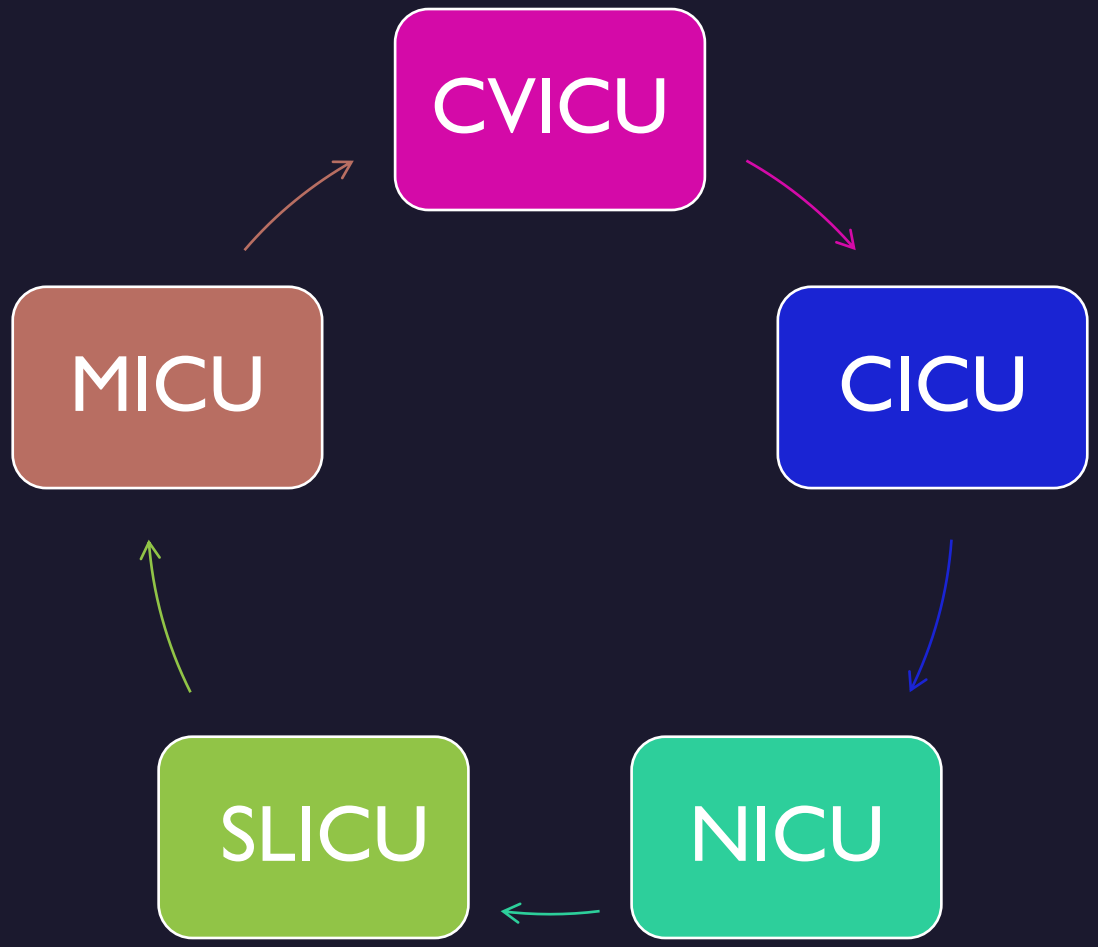
- Created the **Center for Nursing Research, Education and Practice (CNREP)**
  - This group combines the talents of many people working towards a common goal
  - Different levels of expertise and different viewpoints helps to develop an innovative onboarding program



Innovation for Critical Care Onboarding

- It takes a village
- Methodist has built a community that offers opportunity for growth.

Critical Care



Methodist Team

Human Resources

- Recruiting

CNREP

- ELITE
- Nurse Residency
- PDL and PPL
- ECCO
- Specialization Training

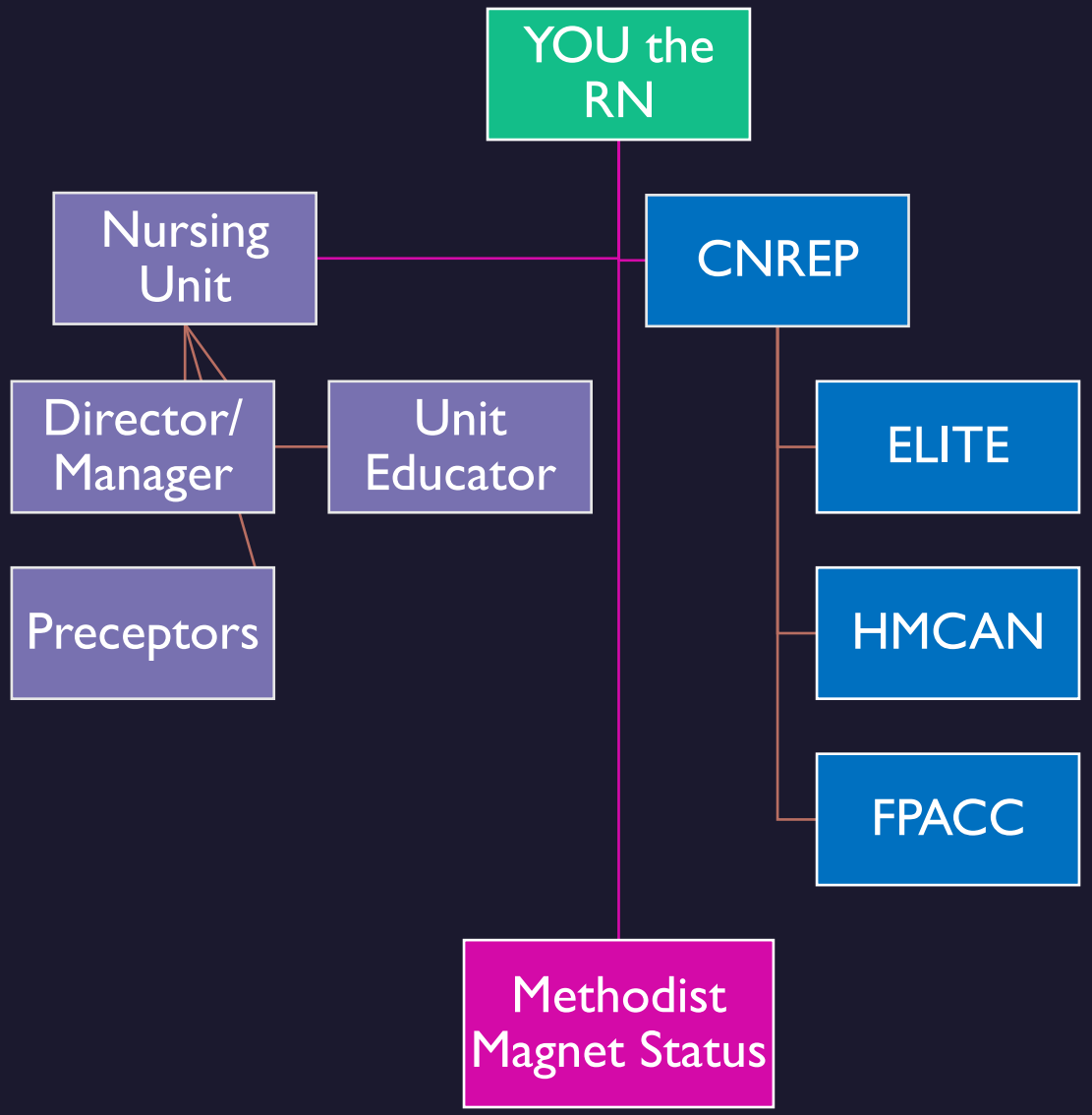
Nursing Unit

- Directors/Managers
- Preceptor
- Unit Educators
- Advanced Certification

Career Development

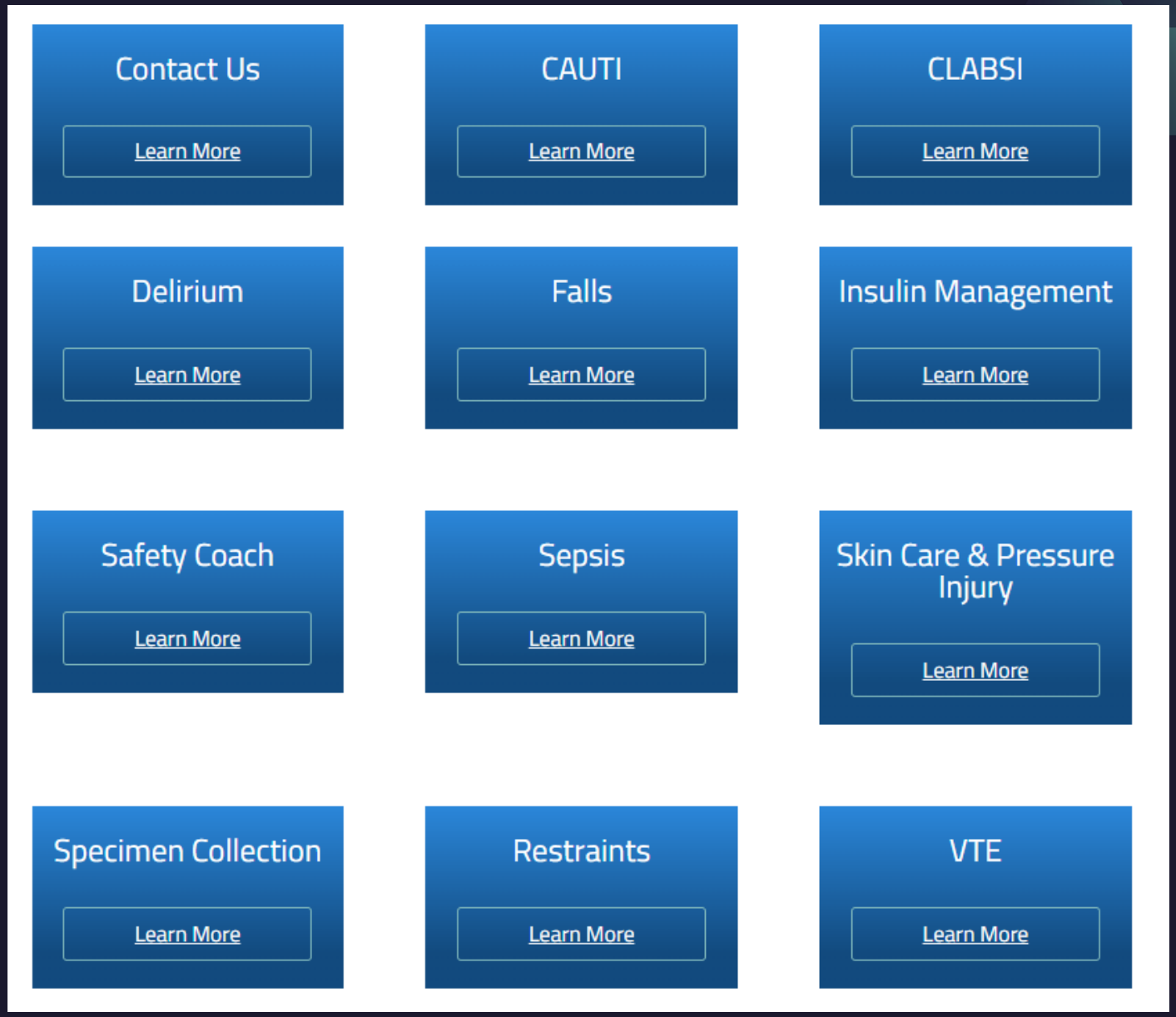
- Continuing Education
- Digital Resources
- Elsevier Skills Training
- Conferences
- Research Opportunities

Onboarding Resources



Quality and National Standards

- Methodist strives to deliver excellent healthcare
- Setting this high standard has led to creation of Quality and Patient Safety Resource Center

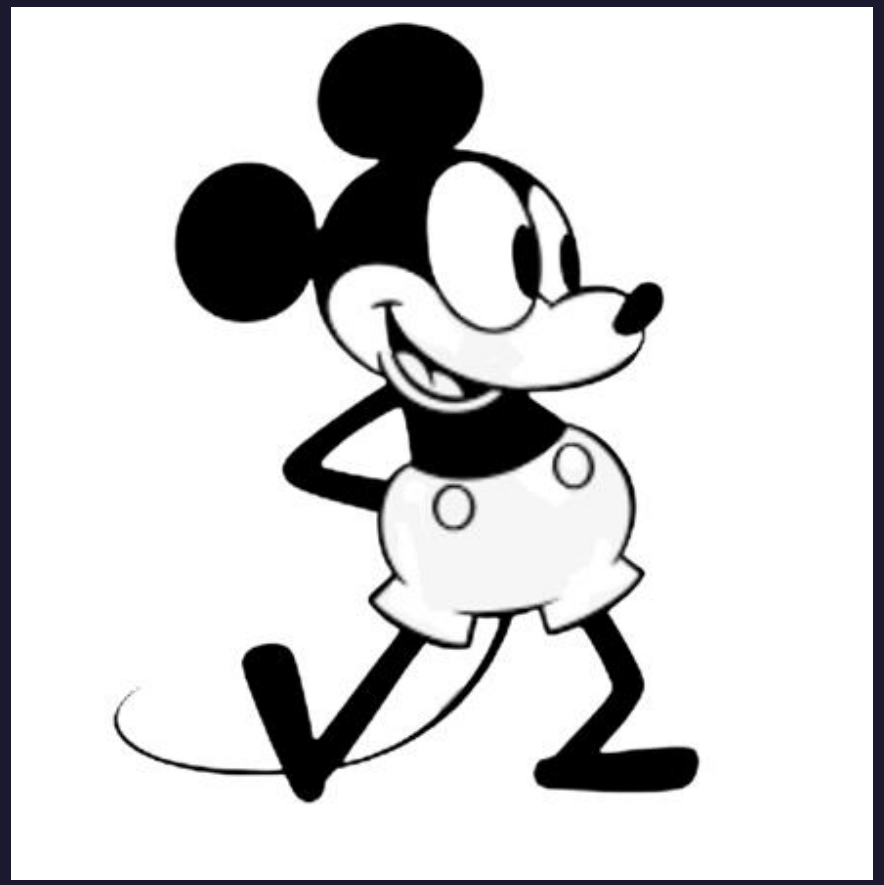


Information Overload

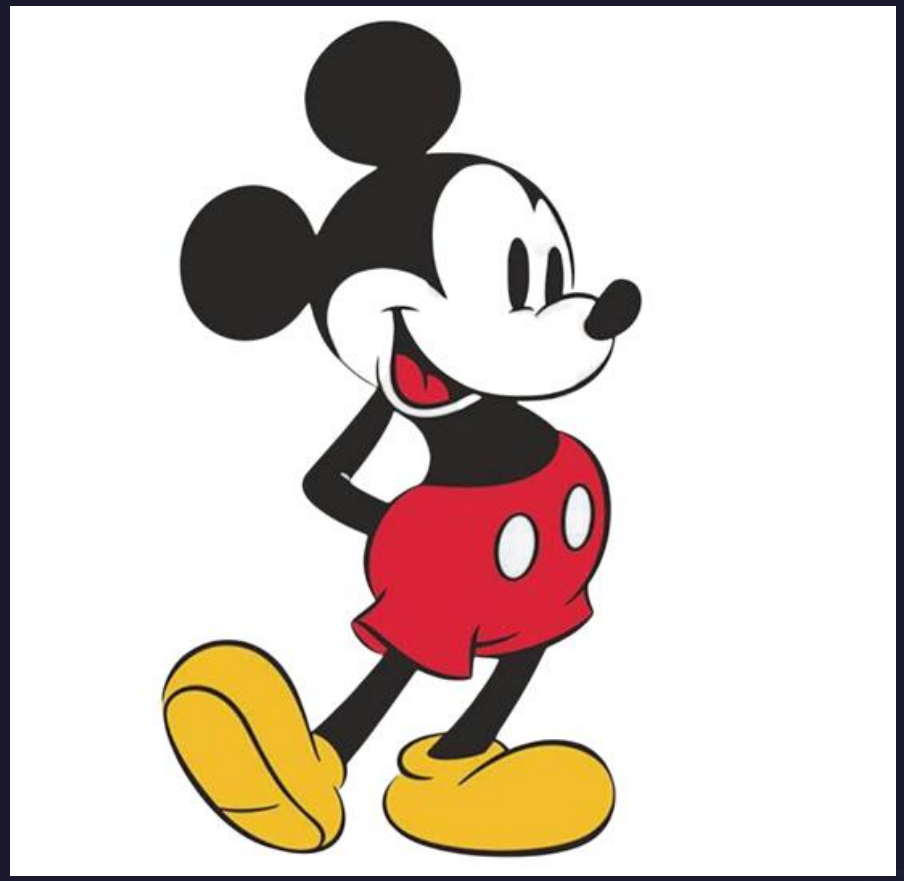
Goal is to develop competent learners that have ability to acquire and apply knowledge

Methodist community that guides and encourages learners to work together

GENERATION X



MILLENNIAL & GEN Z NURSES



Education for Adult Learners

- Methodist is a melting pot of disciplines with various educational needs, and we must develop different teaching methods to be effective
- Nursing education requires two or more teaching methods
- Learners must be continuously assessed to ensure proper instructional strategies are being used

Examples:

- Peer-assisted Learning
- Web/Computer-assisted Learning and Distance Education
- One-to-one Mentorship Model
- Simulation-assisted Learning
- Teamwork-based Learning
- Case Studies with concept maps

Teaching/ Learning Methods

	PEDAGOGY	ANDROGOGY	HEUTAGOGY
Target learner	Young or students with no experience	Adults with or without experience	Adults with experience
Objective for learning	Gain knowledge, move to next level	Develop competency, solve problems	Lifelong learners, they have need to learn
Role of teacher	Teacher decides curriculum	Learners are autonomous, teachers serve as guides	Independent, adapt to new situations
Motivation	Reward driven	Internal motivation	Internal inquiry
Resources	Limited, obtained from facilitator	Decided by both facilitator and by learner	Learner chooses

Learning Theories

Instrumental	Humanistic	Transformative	Social	Motivational	Reflective	Constructivist

• **Behavioral:** environmental stimulus leads to behavioral changes
• **Cognitivism**: Learning takes place in formal education through written and verbal instructions
• **Experiential**: real time learning which takes place during authentic environment.
	• Learning is **self-directed,** student centered.
	• Educators are facilitators of learning
		• Learners use critical reflection
		• learning occurs when **new knowledge is integrated with existing knowledge**
			• Learning takes place through observation and **modeling behavior from the preceptor. **
			• Teachers provide support and clarify expectations
				• **Self determination** focuses on intrinsic behavior for motivation.
				• **3 factors**:
				  • Self evaluation
				  • Attitude towards education
				  • Importance of setting goals and expectations
					• Learners test their own knowledge through investigation, **learning from experience during practice**.
					• They **need structure** from the teacher and appreciate constructive feedback
						• Individuals create new knowledge by using previous skill and knowledge, and through knowledge gained from social interactions with peers.

Tie it together

The understanding of theories helps healthcare professional educators make informed decisions on strategies, learning objectives and evaluation approaches which can help improve learning.

Summary:

1. Understood difference between invention and innovation
2. Recognize the difference between pedagogy, andragogy and heutagogy
3. Identify the various educational resources available at Houston Methodist

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Thank you