What is Magnet Status?
• Awarded by American Nurses Credentialing Center (ANCC) to Recognize Nursing Excellence, which includes:
  – Excellent patient outcomes
  – High level of job satisfaction
  – Low staff turnover
  – Appropriate grievance resolution
  – Involvement in data collection
  – Nurses’ decision making in patient care delivery
  – Encouragement of advancing nursing practice education

Why Magnet Matters
• Magnet Designated Organizations Report Competitive Advantages Including:
  – Lowering employee turnover rates
  – Increasing public confidence
  – Creating a culture of empowerment, respect, and integrity
  – Reinforcing collaborative working relationships
  – Boosting employee morale
  – Increasing market share
  – Attracting the highest quality staff

The ANCC’s 5 Model Magnet Components:
**Component 1: “Transformational Leadership”**
Nursing Reference Center: Clinical Resource of Choice: A Commitment to Excellence, Best Practices

- Transformation of the Entire Healthcare Environment
  - Transforming organization’s values, beliefs, behaviors
  - Requires vision, influence, clinical knowledge, strong expertise
  - Senior leadership responsibilities
    • Create vision
    • Communicate change
  - Intent is not to simply fix broken systems, but rather to transform the organization.

**Key Concepts:** Culture of work environment, leadership, values and norms, knowledge, staffing, appraisal, communication, learning environment, professional practice models,

**Sample Search #1: “Nursing Leadership”**

**Sample Search #2: “Knowledge”**

**Component 2: “Structural Empowerment”**
Nursing Reference Center: Clinical Assessment Tools, Evidence Based Care Sheets

- Solid Structures and Processes Encourage:
  - Innovative environment
  - Strong professional practice
  - Mission, Vision and Values that come to life
  - Organisations’ strategic plan
    • Helps to develop, direct and empower staff
    • Achieve desired outcomes
Key Concepts: Structural empowerment, teaching and role development, **job satisfaction**, organizational decision making, **nursing autonomy**, shared governance

Sample Search #1: “Job Satisfaction”

1. **AACN study links empowerment and job/career satisfaction to certification**, AACN Bold Voices, 2010 May; 2 (5): 6 [journal article] ISSN: 1948-7088 CINAHL AN: 201043802


Sample Search #2: “Nursing Autonomy”


4. **Walk the talk: promoting control of nursing practice and a patient-centered culture**, (includes abstract): Kramer M; Schiralenger C; Maquire P; Breuer B; Burke R; Chmielowski L; Cox K; Kehn J; Krugman M; Mable-Smith D; et al.; Critical Care Nurse, 2009 Jun; 28 (3): 77-93 journal article - pictorial, research, tables/charts ISSN: 0279-5442 PMID: 19487783 CINAHL AN: 201030217

Model Magnet Component 3: “Exemplary Professional Practice”

Nursing Reference Center: Individualized Plan of Care, Recognized Standards of Practice, Skills

- Comprehensive Understanding of the Role of Nursing
  - Application of the role with:
    - Patients
    - Families
    - Communities
    - Interdisciplinary team
  - Application of new knowledge and evidence
  - What professional practice can achieve

Key Concepts: Empirical outcomes, quality improvement, **culturally competent care**, nursing standards, **nursing skills**, professional practice models, diversity, patient rights
Model Magnet Component 4: “New Knowledge, Innovation, Improvements”
Nursing Reference Center: Evidenced Based Quick Lessons, Drug Information

Essential Building Blocks for Magnet-Recognized Organizations
- Redesign/Redefine our current systems and practices
  - New models of care
  - Application of existing evidence
  - New evidence
  - Visible contributions to the science of nursing

Key Concepts: Evidence-based practice, sources of knowledge, lessons, continuous quality improvement, medication nursing implications
Sample Search #1: “Pressure Ulcers and Incontinence – Quick Lessons”

Sample Search #2: “Remicade” (Drug information)

Model Magnet Component 5: “Empirical Quality Results”
Nursing Reference Center: Nursing turnover impacting outcomes, benchmarking/quality improvement
- Comparing Outcomes to Quantitative Benchmarks
  - Clinical outcomes related to nursing
  - Workforce outcomes
  - Patient and consumer outcomes
  - Organizational outcomes
The questions is not, “What did you do?”, but “What difference did you make?”

Key Concepts: Outcomes, guidelines, quantitative outcome requirements, Benchmarks

Sample Search #1: “Patient Care Outcomes”

Sample Search #2: “Benchmarks”
### Nursing Reference Center Supports Magnet Certification

<table>
<thead>
<tr>
<th>Magnet Requirement</th>
<th>Description</th>
<th>NRC Supports Requirement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Transformational Leadership</strong></td>
<td>• Hospital leadership committed to Nursing excellence while fostering new ideas and innovations</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Structural Empowerment</strong></td>
<td>• Nursing staff is developed, directed and empowered to accomplish organizational goals and achieve desired outcomes</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Exemplary Professional Practice</strong></td>
<td>• Establishment of strong professional nursing practice utilizing the latest available, evidence based information</td>
<td>✓</td>
</tr>
<tr>
<td><strong>New Knowledge, Innovation, Improvements</strong></td>
<td>• Includes new models of care, application of existing evidence, new evidence and visible contributions to the science of nursing</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Empirical Quality Results</strong></td>
<td>• Compares nursing and workforce outcomes, patient and consumer outcomes and organizational outcomes to quantitative benchmarks</td>
<td>✓</td>
</tr>
</tbody>
</table>

References: The Center for Nursing Advocacy, American Nurses Credentialing Center