This course supports the assessment for PYT1. The course covers 4 competencies and represents 1 competency unit.

**Introduction**

**Overview**
Nursing is a practice discipline that includes direct and indirect care activities that affect health outcomes. As a baccalaureate nursing student, you are developing new competencies in leadership, and in order to achieve mastery, you must apply those competencies to live practice experiences and situations.

This course includes one Topic: the Leadership Learning Experience (LLE) which is an application of your academic learning to a project in the work environment. The LLE is designed to help you apply and document your experience as a baccalaureate prepared nurse.

**Competencies**
This course provides guidance to help you demonstrate the following 4 competencies:

- **Competency 726.10.2: Manager of the Healing Environment**
  The graduate responds to unpredictable situations and events common in the healthcare environment with appropriate flexibility and creativity.

- **Competency 726.10.3: The Nurse as Scientist**
  The graduate correctly interprets and applies scientific evidence when planning and providing safe, quality and culturally sensitive care for patients and families.

- **Competency 726.10.4: The Nurse as Detective**
  The graduate detects subtle changes and deviations from expected health patterns while managing the care of patients.

- **Competency 740.2.8: Interprofessional Practices**
  The graduate analyzes the impact of new and diverse advanced nursing and care provider roles on interprofessional practice.

**Nursing Dispositions Statement**
Please review the [Statement of Nursing Dispositions](#).

**Leadership Experience Student Project**
You will complete the following student project in Taskstream:

- PYT1: Leadership Experience

For details about this student project, see the "Assessment" tab in this course.

**Course Instructor Assistance**
As you prepare to demonstrate competency in this subject, remember that course instructors stand ready to help you reach your educational goals. As subject matter experts, mentors enjoy and take pride in helping students become reflective learners, problem solvers, and critical
thinkers. Course instructors are excited to hear from you and eager to work with you.

Successful students report that working with a course instructor is the key to their success. Course instructors are able to share tips on approaches, tools, and skills that can help you apply the content you're studying. They also provide guidance in assessment preparation strategies and troubleshoot areas of deficiency. Even if things don't work out on your first try, course instructors act as a support system to guide you through the revision process. You should expect to work with course instructors for the duration of your coursework, so you are welcome to contact them as soon as you begin. Course instructors are fully committed to your success!

Preparing for Success

The information in this section is provided to detail the resources available for you to use as you complete this course.

Watch the following Getting Started video:

*Note: To download this video, right-click the following link and choose "Save as...": [download video].*

Learning Resources

The learning resources listed in this section are required to complete the activities in this course. For many resources, WGU has provided automatic access through the course. However, you may need to manually enroll in or independently acquire other resources. Read the full instructions provided to ensure that you have access to all of your resources in a timely manner.

Automatically Enrolled Learning Resources

You will be automatically enrolled at the activity level for the following learning resources. Simply click on the links provided in the activities to access the learning materials.

VitalSource E-Texts

The following textbooks are available to you as an e-text within this course. You will be directly linked to the specific readings required within the activities that follow.


*Note: These e-texts are available to you as part of your program tuition and fees, but you may purchase hard copies at your own expense through a retailer of your choice. If you choose to do
so, please use the ISBN listed to ensure that you receive the correct edition.

Leadership Learning Experience

This Leadership Learning Experience (LLE) is designed to help you apply your competencies in a real world situation. You will choose a clinical focus (e.g., practice, policy, education, population) within which to apply your leadership problem-solving skills. The experience requires engagement with other people within the setting to complete the LLE.

You will focus on a real-life solution for a problem that you recognize. You should choose a topic that is timely, manageable, and realistic to the current healthcare environment. An external resource person (manager, clinical leader, clinical educator, policy expert, or population expert) must confirm the relevance of the selected project and your engagement in the setting as part of project completion. As with all projects, you should think how you, as a nurse, function in the following roles: detective, scientist, and manager of the healing environment.

Elements of the LLE Project

The documentation of your LLE is a project that will be included in your professional portfolio. This project should show you at your best and demonstrate your leadership competence. The project will include the following steps:

- Identify the problem or issue that you want to address.
- Research what is already known about this issue.
- Develop a written proposal of a solution.
- Enhance your proposal with: resources, consideration of stakeholders, implementation plan, evaluation plan, etc.
- Personal reflection about the project.
- Verification from an organizational leader.
- Assemble and refine all project components.
- Submit the full project.

The following activities in this topic will help guide you to accomplish each of these steps. Your submission may be in any format you choose (e.g., report, multimedia presentation).

Important note: In keeping with HIPAA regulations and privacy requirements at your practice location, any information that would be considered confidential, proprietary, or personal in nature should not be included in your project. Do not include the actual names of people, stakeholders, or other personally identifiable information, including professional functions or positions. Fictional names should be used. Also, agency-specific data, including financial information, should not be included but should be addressed in a general fashion as appropriate.

This topic addresses the following competencies:

- **Competency 726.10.2: Manager of the Healing Environment**
  The graduate responds to unpredictable situations and events common in the healthcare environment with appropriate flexibility and creativity.
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- **Competency 726.10.3: The Nurse as Scientist**  
The graduate correctly interprets and applies scientific evidence when planning and providing safe, quality and culturally sensitive care for patients and families

- **Competency 726.10.4: The Nurse as Detective**  
The graduate detects subtle changes and deviations from expected health patterns while managing the care of patients.

- **Competency 740.2.8: Interprofessional Practices**  
The graduate analyzes the impact of new and diverse advanced nursing and care provider roles on interprofessional practice.

### Choosing Your Subject

You will develop a project within a practice setting that allows you to demonstrate and grow leadership skills.

Identify a problem area in a practice setting that aligns with organizational priorities that you specifically want to address. Your project will fall into one of the following broad areas.

**Policy**  
Developing, explaining, or acting on policies that emanate from legislative, regulatory, and professional practice. This sphere has high visibility and high impact across a wide area.

For example:

- rule development,  
- high-level professional nursing organizations,  
- legislation or testimony related to a nursing practice,  
- regulations from state boards, or  
- the process of policy development.

**Practice**  
Participating in or implementing actions within your practice environment. These have a specific, patient-centered care focus, i.e., changing practice, challenging status quo, process of policy development.

For example:

- hospital organizational procedures,  
- evidence based practices (EBP),  
- quality indicators (QI),  
- meeting Joint Commission standards,  
- evaluating outcomes,  
- ethics,  
- root cause analyses,  
- Six Sigma teams.
Population
Recognizing effects and recommending processes that affect a specific population.

For example, process or policy development to address:

- a disaster response plan,
- epidemic (e.g., pertussis, West Nile), or
- a particular patient demographic (e.g., infant PKU screening, children with diabetes, teen pregnancy, elderly nutrition gaps).

Education
Creating educational outreach or products.

For example:

- poster presentation,
- grand rounds,
- process or policy development,
- patient education,
- peer education,
- continuing education development,
- Benner’s recommendations regarding nursing education.

Since you can’t solve all of the world’s problems at once, you’ll need to decide on the limits of your project.

Work through the following case study focused in the policy area to see how the process might work. This example shows how to think through the whole process, although for now, you will only need to identify your problem situation.

- Policy Case Study Example

Now, identify a problem or issue that you seek to solve. You may need to meet with your manager and/or supervisor to help choose a current problem or issue. As you choose your project topic, write out a mind map to show relationships and extent of the problem you will investigate. You might include:

- What is the topic you choose?
- Why is it important to you, to nursing etc?
- What is the ultimate goal your hope to accomplish?
- Why is this relevant?

Background Research

Do some serious research about the problem you’ve selected. Find and document evidence answering the following questions:
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- Why is this issue important, timely, and relevant to your current situation?
- Are there articles in professional journals about this topic?
- Are there recommendations from professional organizations about this topic?

Write up your background research as a part of your project submission.

- Discuss your investigation of the problem or issue. Include evidence to substantiate the problem or issue (e.g. organizational assessment, national source documents, or evidence from a stakeholder).
- Analyze the state of the situation using current data. Analyze areas that might be contributing to the problem or issue.
- If you use sources, include all in-text citations and references in APA format.
  - **When using sources to support ideas and elements in a paper or project, the submission MUST include APA formatted in-text citations with a corresponding reference list for any direct quotes or paraphrasing. It is not necessary to list sources that were consulted if they have not been quoted or paraphrased in the text of the paper or project.**
  - **No more than a combined total of 30% of a submission can be directly quoted or closely paraphrased from outside sources, even if cited correctly. For tips on using APA style, please refer to the APA Handout web link included in the APA Guidelines section.**

Proposing a Solution

Now you will propose a realistic and measurable solution or innovation for the problem or issue. You will need to

- justify your proposed solution or innovation based on the results of your research investigation and analysis.
- include a basic plan of how to implement your solution in your environment.
- consider the proposed solution from the viewpoint of the manager of the healing environment.
- consider the expected impacts of your proposed solution and unanticipated consequences.

Work through the following case study focused on the practice area to see what questions can be asked to help formulate a solution.

- **Practice Case Study Example**

Write up your proposed plan not only as a part of your project submission but also to be reviewed by a leader in your organization. Further activities within this course will help with some specific details that will need to be included.

Details of Your Solution

Any implementation of a project will require resources. Think broadly about resources in all of the following areas.
Time

- to develop the project.
- to instruct others in the changes to their workflow.
- to get staff up to speed using the new function.

Materials

- for the project itself.
- to communicate the changes to others.
- that may be unused or wasted from current practices.

Personnel

- How might they respond to changes in their work environment?
- Are there some who may actively oppose your implementation?
- Does your proposal require more staff?
- Does your proposal reduce need for staff?
- What will happen to those no longer needed?

Money

- for materials as noted above.
- for additional staff training, and lost time for them at work.
- to pay more/less highly educated staff.

Include a cost benefit analysis of your proposed solution or innovation. For more detailed instructions on providing details of your solution, including a cost benefit analysis and money matters, review the following chapters in the e-texts indicated:

- Schmidt and Brown: chapter 15 (“Transitioning Evidence into Practice”)
- Melnyk and Fineout-Overholt: chapter 9: (“Implementing Evidence in Clinical Settings”)
- Cost-Benefit Analysis

Include a specific section or table in your project to discuss the resources needed for your project.

Key Stakeholders

Identify key stakeholders and/or appropriate partners that are important for the implementation of your solution or innovation.

- Discuss why each key stakeholder and/or appropriate partner is important for the implementation of the solution or innovation.
- Summarize your engagement with the key stakeholders and/or appropriate partners, including the input and feedback you received.
- Discuss how you intend to work with those key stakeholders and/or appropriate partners
in order to achieve success.

**Implementation Plan**

Write a clear plan of how your proposed solution or innovation would be implemented. Use the plan to answer the following:

- Who will need to give authorization to implement the proposal?
- Who will be needed to train others or actually do the implementation?
- Who will need to be trained in the new practices?
- How will you communicate with all these people?
- How will you communicate with those who will be impacted even if they don’t participate (e.g., patients)?
- What is the timeline for implementation based on your proposal?
- What are the criteria to judge success of the proposal?

**Evaluation Plan**

Evaluation of a project must be included in the original plan. Evaluation includes both how you will gather data about the impact and outcomes of the project, and the criteria for success. Work through the following case study in the education area:

- [Education Case Study Example](#)

Now, put this information together with the project you have chosen and begin to lay out the process to plan your solution and implementation of the solution. Be sure that your written plan is clear and covers the project in detail. Although you may not have authority in your current practice to actually implement this solution, your project should include everything that would be required.

**Personal Reflection**

Review the following diagram:

- [Nursing Conceptual Model](#)

Explain how you fulfilled the following roles during your process of investigation and proposal development:

- Scientist
- Detective
- Manager of the healing environment

Your reflection needs to cover:

- What (What was the problem?)
- How (How did you investigate the problem?)
- When (How long did you investigate the problem?)
- Why (Why was the problem of interest to you, your facility, or healthcare community)
- Who (Who were your team members and why?)

Your reflection may also include:

- What responses did you get from others related to your topic?
- Who did you seek feedback from? (Name, title, role)
- Why did you seek feedback from this person?
- Did any of the feedback you received surprise you? Why?
- Rubric (all elements are addressed and information is consistent)

Read the following case study of a student’s reflection on a project in the population area:

- Population Case Study Example

Professional Verification

Ask the organizational leader who advised you for your leadership experience to give a brief evaluation of your project and involvement. You may ask for feedback such as:

- Is this topic timely and relevant?
- Is this a real problem that can be solved?
- Would you implement this in your organization?
- Were you consulted or involved in this field experience?
- What feedback would you give this student?
- How were you involved in the process (superior, collaborator, mentor, etc.)?
- How well did you understand the student's role?
- What documentation were you given about this project?

Submit the completed attached “Professional Verification Form” as part of your Taskstream student project.

- LLE Professional Verification Form

Polishing the Finished Project

Now put together all of the documents or artifacts that you created in the previous activities. You likely will need to do some editing to make each of these components feel like they belong together in one project. Evaluate the whole collection using these guiding questions:

- Do all components read well as a collection?
- Do the ideas flow from one to the other?
- Does the collection communicate a cohesive idea?
- Do the components fully document your leadership learning experience?
- If you have used in-text citations or references, are they written in APA format?
  - When using sources to support ideas and elements in a paper or project, the submission MUST include APA formatted in-text citations with a corresponding reference list for any direct quotes or paraphrasing. It is not necessary to list
sources that were consulted if they have not been quoted or paraphrased in the
text of the paper or project.
- No more than a combined total of 30% of a submission can be directly quoted or
closely paraphrased from outside sources, even if cited correctly. For tips on
using APA style, please refer to the APA Handout web link included in the APA
Guidelines section.

- Are you satisfied that this project is ready to be evaluated? Will you be proud to include
it as a part of your professional portfolio?

**Final Steps**

Congratulations on completing the activities in this course! This course has prepared you to
complete the assessment associated with this course. If you have not already been directed to
complete the assessment, schedule and complete your assessment now.