

Example of literature review on practicum experience

[Law](#), [Evidence](#)



Several evidence-based change processes or interventions were employed as guide during the field experience. The first is creating an EBP project implementation committee or team. The literature points to key elements needed in a team, namely a facilitator, members to function as project champions, goals and objectives, an EBP focus, and established meeting times (Houser & Oman, 2011). I functioned as leader or facilitator while senior nurses and the nurse educator functioned as project champions. The diversity of opinions, consensus-building process, and shared accountability also ensures that informed decisions are made throughout the different phases of the project (Roussel, 2011). Moreover, a committee is a structure that permits collaborative leadership over the change process manifesting as teamwork and motivation (Al-Sawai, 2013; Roussel, 2011). The result is synergy and the achievement of shared goals and objectives.

The project focus, goals, and objectives were clearly defined during the meeting held to form the committee. Meeting times were also set during the initial meeting with one of the agenda being each committee member's contextual insights and expert opinion on developing a mentorship program. Having an implementation committee is crucial to the success of the project because members serve as the most active participants functioning as ambassadors of change through modeling (Houser & Oman, 2011). Because they have intimate knowledge of the project setting, the evidence base of the project, and other pertinent information as well as have the most experience, they are in the best position to infuse new knowledge pertaining to EBP among other staff members throughout the project (Grimshaw et al., 2012).

Another evidence-based change intervention employed was piloting the project. Piloting is also known as rapid testing and enabled the committee to validate the positive impact of the EBP intervention (Kalish, Curley & Stefanov, 2007). Feedback from the mentors and mentees also lead to improvement of the project components thus increasing the probability of project success. As such, the pilot serves to guide the process of full-scale implementation. In addition, the positive results of piloting will help convince the staff members most resistant to change about the benefits of the project thus enhancing buy-in which is crucial to success (Hughes, 2008).

Through the use of the above strategies in change implementation, I am able to fulfill, in part, my objective of developing skills in applying evidence into practice. The activity entailed searching for relevant articles on change implementation, making decisions on what practices are applicable in a correctional nursing setting, and conceptualizing how the evidence translates into policy or programs and practice. For this reason, the strategies prepare me to employ analysis and critical appraisal of literature to determine the best evidence to use as stated in DNP Essential III (AANC, 2006). It also permits me to lead the development and implementation of institutional programs and policies as specified in DNP Essential V, specifically through a project committee tasked with improving the delivery of health care through better staffing.

Leading a committee also assists in meeting my objective of collaborating with other nurses. Nurse researchers, educators, and senior nurses each have their own specialization and specific perspectives, knowledge, and experience. Enlisting the expertise of everyone, promoting teamwork, and

motivating promotes the productivity of the team. Through collaborative work in the committee, therefore, I also fulfill DNP VI in relation to interprofessional collaboration specifically in the analysis of an organizational issue, creating change, leadership, and communication (AANC, 2006). Moreover, I also meet DNP Essential V pertaining to the design, implementation, monitoring, and evaluation of a program meant for quality improvement (AANC, 2006).

References

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