

PUBLISHED WEEKLY FOR ASSOCIATES AND VOLUNTEERS OF PORTER ADVENTIST HOSPITAL

Porter
Perspectives

Porter
Adventist
Hospital
Centura Health.

Magnet
Recognition
Program

Compassion Respect Spirituality Integrity Stewardship Imagination Excellence

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Do you have content that you would like to see in *Porter Perspectives*? We're happy to include it. Just email all information to PORTERPERSPECTIVES@CENTURA.ORG by 12 pm on Thursday and you'll see your material in that Friday's edition of *Porter Perspectives*.



Porter's Journey For Magnet Redesignation

One of the characteristics of a Magnet Hospital is that associates have a clear purpose in how they perform their work. This purpose can be demonstrated through a model. In the past several months, Porter associates from different parts of the hospital have been meeting to design a model that reflects important concepts that drive how/why we do our work. The following story is from John Massey, a night shift RN from ICU who helped in the design of our new practice model. In the coming months, we will be looking for stories from all areas of the hospital on how associates display the concepts from this model.

Professional Practice Model: The Pinwheel Concept

The pinwheel is an object of both potential and actual energy. At rest it has the ability to be affected by other forces yet when put in motion it becomes something with observable and real energy. Whether the pinwheel has an even or odd number of vanes it maintains a constant, necessary symmetry and balance in order to be efficient. Furthermore, it needs to be perfectly centered for all of its components to have equal dimensions.

In thinking about the qualities a pinwheel contains it becomes apparent that it is symbolically very similar to the systems Porter Adventist Hospital has in place to achieve its goal of quality patient care. A conceptual model was developed with this in mind and can be used as a tool by all associates at Porter.



To understand the model, take a look at each element by itself - starting with the outer ring. Our Mission, Vision, and Values act as the catalyst that sets everything in motion and is the reason Porter exists as an entity. They are the wind, so to speak, that starts the wheel turning. Once the wind hits the surface of one of the vanes, it exerts a force that carries energy to the center hub and starts a reaction. Each vane contains a key element of practice at Porter. The base or foundations of the vanes contain the Core Values that are placed as a reminder for personal and performance expectations. The inner circle contains four words. Self, Family, and Community all surround The Patient and act to represent Relationship Based Care. The Self symbolizes being true and

taking care of oneself. Family and Community can be many things. Community can symbolize an immediate care team, department, or the geographical community itself and Family is both personal and professional. Finally, at the center is the patient for whom everything is directed.

Taken independently, each element of this model can stand-alone and produce a final product. For example, Evidence Based Care is the driving force behind providing quality outcomes. Transformational Leadership focuses on developing both a culture and the people within it by positively leading through change and developing new leaders. Ultimately, the seven Core Values guide associates and set expectations. However, examining any one part of this model is only looking at one piece of Professional Practice at Porter.

It isn't until all elements are systematically put together and set in motion that the Model develops a culmination of Professional Practice. Each associate possesses the potential to turn the pinwheel as well as be an elemental component within. This coupled with the idea that the Mission, Vision, and Values provide the force will keep the pinwheel turning well into the future.

Submitted by John Massey, RN, BSN, ICU

[BACK TO TOP](#)



SHARE Cards Of The Week

Karen Young - RN Charge, General Surgical Unit

Thank you for all of your help on our crazy Friday with the six back-to-back post-ops. Not only were you doing your things, but you were also helping me with the phones and some orders. Your help is always appreciated. Thank you!

Brenda Walser - RN, Oncology

It is always pleasant to work with you. Your smile and laughter brighten the workplace. In stressful and busy times, your attitude and laughter help turn an unpleasant day into a bearable day.

Radiation Oncology Staff

I am so impressed with the radiation team! Bob, Michelle, Leslie, Sharon - everyone works so hard. Not only do they handle very technical matters, but they also deal with us, the patients. This takes very special and wonderful people and you are those people. You made every day pleasant. Thank you! Thank you! Volunteers too!

ICU Staff

I want to thank all of the nurses that took care of my husband. If it wasn't for your expertise, I don't know if he would have recovered as quickly. You are all very wonderful and extraordinary people. God bless and thank you.

Tara - RN, Emergency Department

Awesome person, took incredible care of me. Great attention to detail. Just an all-around joy on an otherwise crummy morning! Thank you!

Kathryn Egan - RN, General Medical Unit

I just wanted to pass along my heartfelt thanks for Kate, one of my mother's many excellent caregivers. Kate had the courage to speak out when she saw a potentially unsafe condition during my mom's discharge process. As a result, my mom's condition got a second look with favorable results. Thanks again for going above and beyond!!

Rochelle Deen - Office Coordinator II, Behavioral Health

Rochelle has been a very efficient and positive force for the Behavioral Health team. She consistently demonstrates great communication skills and provides excellent support for the clinical