



Healthcare Transformation Services

Education Consulting Programs

2016 Course Catalog

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PHILIPS

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Introduction

The demands of today's healthcare environment are fueling the need to control costs, streamline workflow, and improve patient care.

Philips can help you meet these challenges – by helping to unlock the full potential of your people, your technology, and your organization through innovative, meaningful, evidence-based healthcare education. We work with you to create a customized blended learning experience for your staff to meet your specific performance goals. Mentoring, coaching, and consulting support for clinical nurse specialists, educators, trainers, and/or preceptors are provided throughout the engagement to hardwire this proven methodology.

Philips Healthcare Education delivers comprehensive, clinically relevant courses, learning paths, and programs designed to help you enhance operational efficiency and deliver high quality patient care. No other healthcare education program provides you with a broader choice of advanced learning opportunities, flexible access and delivery, and an engaging, interactive experience.

The Nursing Core Development Programs uniquely bridges the knowledge gap between what clinicians learn in school and what is expected of them in treating a variety of patients with varying acuity levels. New clinicians typically join a hospital staff with general and adult-focused medical-surgical health care knowledge. Traditional orientation programs can be time-consuming, non-intuitive and lengthy, and may not offer practical application outside of coursework. Combined with application-focused learning activities, the

Nursing Core Development Programs are interactive, flexible and adaptable to both learner and educator needs. Clinicians can access eLearning modules, earning continuing education (CE's), at their own pace and on any computer. With instructor / educator resources provided by the Philips clinical consulting team, these comprehensive programs provide a foundation for acute and critical care nursing education.

Leadership Programs

Essentials of Nurse Manager Orientation (ENMO)

Description

Provides a new standard in nurse manager orientation, that help both the new and seasoned nurse transition to management, and a nurse manager looking to further his or her education. From two leading organizations, The American Association of Critical-Care Nurses (AACN) and the American Organization of Nurse Executives (AONE).

Program Objectives

The goal is to prepare both new and seasoned nurses, as well as current managers for their transition to leadership.

Program Topics

Eight categories with 29 interactive lessons (40+ CE hours)

Program Details & Timeline

- Pre-site assessment:
- Online eLearning Modules (40+ CE hours)
 - Financial Management: Healthcare Economics
 - Financial Management: Basic Finance
 - Financial Management: Operating Budgets
 - Financial Management: Capital Budgeting
 - Human Resource Management: Overview of the HR Scenario
 - Human Resource Management: HR Basics for Nurse Managers
 - Human Resource Management: Recruiting Nurses
 - Human Resource Management: Performance management
 - Human Resource Management: Retention
 - Human Resource Management: Managing Separation
 - Quality Management: Overview of Quality Management
 - Quality Management: Common Quality Management Processes & Tools
 - Quality Management: Quality Management of a Nursing Unit
 - Foundational: The importance of Thinking Skills
 - Foundational: Thinking Skills for Nurse Managers
 - Foundational: Thinking Skills applied
 - Strategic Management: Foundations of Management
 - Strategic Management: Strategic Planning
 - Strategic Management: Operational Plan
 - Lead your Team: Key attributes of a Leader
 - Lead your Team: Roles & Responsibilities of a Leader
 - Lead your Team: Leadership as the key to Organizational Growth
 - Lead your Team: Best Practices in Leading Organizations
 - Creating a Leader within yourself
- On-site Interactive Workshop
- Coaching / Mentoring / Consulting throughout engagement
- Ongoing monitoring and progress updates

Preceptor Program

Description

The preceptor program provides an education resource to organizations that will enhance the orientation process in order to improve nurse recruitment, retention, and promote safe competent care to patients. Developed in collaboration with the Association for Nursing Professional Development (ANPD).

Program Objectives

The goal is to prepare preceptors to effectively and competently orient new staff nurses

Program Topics

Fifteen lessons for 40+ CE hours.

Program Details & Timeline

- Pre-site Assessment
 - Gap analysis
- Online eLearning
 - Communication: Effective Skills
 - Communication: Feedback and Managing Conflict
 - Competency: Domains of Learning & Performance
 - Competency: Novice to Expert Continuum & Performance
 - Critical Thinking: Application & Evaluation
 - Critical Thinking: Understanding and Fostering the Skill
 - Precepting in Action: Assessing and Setting Goals
 - Precepting in Action: Developing & Implementing a Coaching Plan
 - Precepting in Action: Evaluating Performance
 - Role of a Preceptor
- Supporting the Preceptee: Assignments and Time Management
- Supporting the Preceptee: The Learning Environment
- Teaching / Learning Process: Cultural Influences
- Teaching / Learning Process: Adult Learning Principles & Competency
- Teaching / Learning Process: Learning Styles
- On-site Interactive Workshops:
- Coaching / Mentoring / Consulting throughout engagement
- On-going monitoring sessions and progress updates

Maternal Child Programs

Wee Care Sacred Hour

Description

Transformational change to help hospitals develop family-centered neuroprotective developmental care in the perinatal areas (L & D / PPM / NB / NICU)

Program Objectives

The goal is to promote skin-to-skin contact (SSC) during the first hour after birth to:

- Increase early breastfeeding initiation rates
- Increase exclusive breastfeeding rates
- Increase exclusive breast milk administration rates
- Promote maternal-infant bonding & attachment behaviors
- Limit negative effects of separation
- Involve families & improves patient satisfaction
- Advance brain development

Program Topics

- Skin-to-Skin Contact
- Sacred Hour
- Stages of Breastfeeding
- Early postpartum skin-to-skin contact
- Team Training

Program Details & Timelines

- Pre-site assessment:
- Multidisciplinary & Leadership Summit
- Quality Metrics (EBM, BF Rates, Pt. Satisfactionetc.)

- Policy / Procedure / Protocol / Guideline Review and co-creation
- Action Plan Development
- Transformational Education (PRESSES Process)
- Online Education (Video education for staff & parents)
- On-site consultation: 3–5 days (Sacred hour is videotaped, edited, and shared for learning)
- Monthly progress via monthly teleconferences
- Quarterly site visit(s)
- Post-site assessment / Executive Report-Out

Neonatal Intensive Care Unit (NICU) Programs

NICU Core Nursing Program

Description

Transformational change management program to provide NICU nurses comprehensive patient care to neonatal patients and their families. This program can be used as part of an orientation program for new NICU nurses as well as for continuing education and professional development for experienced and existing staff.

Program Objectives

The NICU Core Nursing Program is a comprehensive program designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the NICU setting.

Program Topics (45 + CE's – 34 Online lessons)

- High-risk perinatal issues
- Concepts of neonatal care
- Retinopathy of Prematurity (ROP)
- Apnea of Prematurity (AOP)
- Delivery Room management
- Newborn assessment
- Thermoregulation
- Care of body systems:
- Pulmonary
- Cardiac
- Neurologic
- Gastrointestinal
- Genitourinary
- Integumentary

- Hematologic
- Immunologic
- Nutritional issues
- Pain management
- Developmental care
- Family-centered care
- Discharge management

Program Details & Timeline

- Site assessment
 - Gap analysis
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
 - Didactic Knowledge Component
 - Online Component and Tests
 - Additional Lectures and Tests
 - Soft Skills
 - Self-Reading Material
- Clinical Competency Component
 - Offline component: 4–12 months
 - Clinical skills labs
 - Clinical practicum
 - Simulations
 - Reflective practice
 - Flipped classroom activities
 - Discussion boards
- Critical thinking component
- On-going monitoring and progress updates
- Post-site assessment / executive report out



Orientation Time Frames

- Experienced NICU RN's: Total = 4–6 weeks
- Experienced RN's new to NICU: Total = 5–8 weeks
- New Graduate RN's: Total = 12–16 weeks

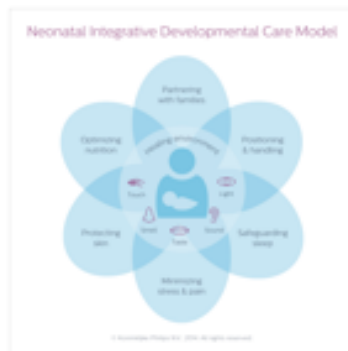
Global Wee Care Program® (GWC)

Description

The Global Wee Care® transformational change program helps hospitals develop family-centered neuroprotective developmental care in the NICU

Program Objectives

The goal is to minimize the deleterious effects of the intensive care experience on the infant and support neuroprotective developmental care for the infant and family



Program Topics

Online eLearning

- 10 e-learning courses comprised of 4+ CE's
- Developmental care models and theories
- Short- and long-term effects of prematurity
- Brain development
- Neonatal Integrative Developmental Care Model: 7 Core measures for neuroprotective family-centered developmentally supportive care:
 1. Healing environment
 2. Partnering with families
 3. Positioning and handling
 4. Safeguarding sleep
 5. Minimizing stress and pain

6. Protecting skin
7. Optimizing nutrition

Onsite Learning

- Interactive workshops (4+ CE's) for direct caregivers working with neonates and their families
- Physicians Session
- Professional and ancillary support sessions
- In-unit coaching

Program Details & Timeline

- Pre-site assessment
- Leadership Summit I
- Online eLearning
- Onsite Interactive Workshops
 - Workshops for direct caregivers
 - Medical grand rounds / medical division education
 - Allied health and ancillary support sessions
 - In-unit coaching / consulting
- Leadership Summit II
- Monthly progress calls
- Follow-up site visits
- Post-site assessment / Executive Report Out
- Assistance with QI & publishing

Wee Focus Programs (WF)

Description

The Wee Focus program draws from the success of the internationally recognized Global Wee Care® Program to “deep-dive” into a single core measure from the evidence-based Philips Neonatal Integrative Developmental Care (IDC) model.

Program Objectives

The goal is to improve practices through education and change management in order to promote the best possible outcomes for newborns and their families



Program Details & Timeline (10–14 weeks)

- Pre-site assessment
- Leadership Summits
- Onsite Interactive Workshops
- Biweekly teleconferences
- Post-site assessment / Executive report out

Program Topics

A 10–14 week clinical transformation performance improvement program is tailored to the unit’s specific goals and improvement needs based on the following core measure topics:

1. Healing Environment
2. Partnering with Families
3. Positioning & Handling
4. Safeguarding Sleep
5. Minimizing Stress & Pain
6. Protecting Skin
7. Optimizing Nutrition

Daily Educational Programs

Preemie-for-a-Day (PFD)

Description

The Preemie-for-a-Day program is an interactive neuroprotective developmental care educational program intended for nurses and therapists in the NICU environment.

Program Objectives

The objectives of this educational offering are to:

- Demonstrate a variety of positions and handling techniques to promote midline, flexion, and containment principles
- Promote alternative feeding strategies that will facilitate more successful feedings for infants and their families
- Describe ways for caregivers to foster developmentally supportive care during admissions
- List strategies that will facilitate family / professional collaboration in the NICU

Program Details & Timeline

- The PFD educational program provides two 4-hour on-site workshops / day to train up to 50 NICU staff (25 per session)
- Provides:
 - 4.2 nursing credit hours
 - 3.2 OT credit hours
 - 2.0 Respiratory credit hours

Cue-Based Feeding (CBF)

Description

The Cue-Based Feeding program is designed to address the physiologic, psychological, developmental and environmental issues that impact feeding experiences for the preterm and/or critically ill-hospitalized infant and family. The caregiver acquires a deeper understanding of the crucial nature of the feeding experience and the implications of feeding interventions that impact the vulnerable NICU patient population. Tools to promote and implement changes in feeding practice are presented.

Program Objectives

The objectives of this educational offering is for the participant to:

- Understand environmental modifications to enhance the feeding experience
- Understand how to incorporate four goals for successful oral feeding (breast or bottle)
- Understand the anatomical and functional components necessary for safe and efficient feeding
- Effectively implement the practice of infant-driven feeding
- Effectively implement two feeding techniques

Program Details & Timeline

- The CBF educational program provides one 6–7 hour on-site workshop/day to train up to 30 NICU staff
- Provides:
 - 8.7 nursing credit hours
 - 7.5 OT credit hours

Late Preterm Infant (LPI)

Description

This program shares insights relating to the complexity of the late preterm infant and provided caregivers with a better understanding of the hidden challenges these infants face.

Program Objectives

The objectives of this educational offering are to:

- Demonstrate a variety of positions and handling techniques to promote midline, flexion, and containment principles
- Identify the late preterm infant at risk for complications
- Recognize the physiologic and behavioral differences between the preterm, late preterm and the full-term infant
- Foster developmentally supportive care throughout admission and the hospital stay
- Assess and develop appropriate strategies individualized to meet the needs of the late preterm infant

Program Details & Timeline

- The LPI educational program provides 2 on-site workshops/day to train up to 50 NICU staff (25 per session)
- Provides:
 - 4.2 nursing credit hours
 - 3.5 OT credit hours

Pediatric Nursing Programs

Pediatric Core Nursing Program

Description

Transformational change management program provides pediatric nurses comprehensive knowledge to care for pediatric patients and their families. This program can be used as part of an orientation program for new pediatric nurses as well as for continuing education and professional development for experienced and existing staff.

Program Objectives

The Pediatric Nurse Core Development Program is a comprehensive program designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the pediatric setting.

Program Topics (19.88+ CE's – 24 lessons)

- Introduction
- Behavioral Conditions
- Cardiovascular Conditions: Acquired Disorders
- Cardiovascular Conditions: Congenital Disorders
- Endocrine and Metabolic Conditions
- Environmental Hazards and Toxicology
- Gastrointestinal Conditions
- Genitourinary Conditions
- Growth and Development
- Head and Neck Conditions
- Hematologic Conditions
- Infectious and Communicable Diseases
- Integumentary Conditions

- Legal and Professional Issues
- Musculoskeletal Conditions
- Neurologic and Neuromuscular Conditions
- Patient- and Family-Centered Care and Cultural Considerations
- Pediatric Assessment
- Pediatric Drug Calculations
- Pediatric Oncology Conditions
- Pediatric Safety and Health Promotion
- Perioperative Considerations
- Respiratory Conditions
- The Family and Child with Special Needs

Program Details & Timeline

- Site assessment
 - Gap analysis
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
 - Didactic Knowledge Component
 - Online Component and Tests
 - Additional Lectures and Tests
 - Soft Skills
 - Self-Reading Material
- Clinical Competency Component
 - Offline component: 4–12 months
 - Clinical skills labs
 - Clinical practicum
 - Simulations
 - Reflective practice
 - Flipped classroom activities
 - Discussion boards



- Critical thinking component
- On-going monitoring and progress updates
- Post-site assessment / executive report out

Orientation Time Frames

- Experienced Pediatric RN's: Total = 3 – 4 weeks
- Experienced RN's new to Peds: Total = 5–8 weeks
- New Graduate RN's: Total = 8–10 weeks

Pediatric Intensive Care Core Nursing Program

Description

Transformational change management program to provide Pediatric Intensive Care Unit (PICU) nurses comprehensive knowledge to care for pediatric patients in the PICU. This program can be used as part of an orientation program for new PICU nurses as well as for continuing education and professional development for experienced and existing staff.

Program Objectives

The Essentials of Pediatric Critical Care Orientation (EPCCO) Nurse Core Development Program is designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the PICU setting.

The Essentials of Pediatric Critical Care Orientation

- Eight modules organized according to a body systems approach
- Includes Instructor Guide
- Case scenarios and practice activities to enhance knowledge transfer and increase job satisfaction
- Didactic content to be integrated into a blended learning program including workshops and simulations

Program Topics

Each module of the EPCCO program addresses the anatomy and physiology of the body system, relevant diagnostic information, and the clinical presentation and management of common disorders for each of the body systems.

Module 1: Patient Care

- Assessment of the Critically Ill Child
- Nutrition in the Critically Ill Child
- Sedation and Analgesia in the ICU
- Family-Centered Care in the PICU

Module 2: Infection Control

- Ventilator-Associated Pneumonia
- Preventing Catheter-Associated Bloodstream Infections

Module 3: Cardiovascular Care

- Introduction to Hemodynamic Monitoring
- Vasoactive Medications
- Congestive Heart Failure
- Acquired Heart Disease in Children
- Congenital Heart Disease

Module 4: Pulmonary Care

- Caring for a Child with a Tracheostomy
- Introduction to Arterial Blood Gas Interpretation
- Understanding Abnormal Blood Gases
- Lower Airway Diseases
- Case Studies in Respiratory Illness
- Acute Respiratory Distress Syndrome
- Nursing Management of Chest Tubes
- Mechanical Ventilation: Respiratory Physiology
- Mechanical Ventilation: Introduction to Pediatric Practices

Module 5: Neurology / Neurosurgery

- Status Epilepticus
- Hydrocephalus
- Meningitis and Encephalitis
- Intracranial Pressure Monitoring

Module 6: Renal Care

- Renal Failure in the Pediatric Patient

Module 7: Endocrine and Hematology

- Disseminated Intravascular Coagulation
- Metabolic Disorders: Diabetes
- Diabetic Ketoacidosis
- Diabetes Insipidus / SIADH

Module 8: Trauma

- Pediatric Toxicology Exposure
- Pediatric Spinal Column / Cord Injuries
- Pediatric Orthopedic Trauma
- Pediatric Abdominal Trauma
- Pediatric Burn Trauma

Program Details & Timeline

- Site assessment
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
- Knowledge Component
 - Online Component and Tests
 - Additional Lectures and Tests
 - Soft Skills
 - Self-Reading Material
- Clinical Competency Component
 - Offline component: 4–12 months
 - Clinical skills labs
 - Clinical practicum
 - Simulations
 - Reflective practice
 - Flipped classroom activities
 - Discussion boards
- Critical thinking component

- On-going monitoring and progress updates
- Post-site assessment / executive report out

Orientation Time Frames

- Experienced PICU RN's: Total = 4–6 weeks
- Experienced RN's new to PICU: Total = 5–8 weeks
- New Graduate RN's: Total = 12–18 weeks

Perioperative Nursing Programs

Perioperative Core Nursing Programs

Description

Transformational change management program to provide perioperative nurses comprehensive knowledge to care for perioperative patients. This program can be used as part of an orientation program for new perioperative nurses as well as for continuing education and professional development for experienced and existing staff. Online education is developed by expert surgical nurse-authors from the Association of perioperative Registered Nurses (AORN).

Program Objectives

The Perioperative Nurse Core Development Program is a comprehensive program designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the perioperative setting.

Program Topics

Periop 101: A Core Curriculum™ is a comprehensive, online education program based on the latest, evidence-based Guidelines for Perioperative Practice (40+ CE's – 25 lessons)

- Anesthesia
- Aseptic Technique
- Documentation
- Electrosurgery
- Endoscopic Surgery
- Environmental Sanitation
- Terminal Cleaning

- Hemostasis, Sponges, Drains
- Critical Thinking
- Latex Allergy
- Medications and Solutions
- Patient and Family Ed
- Peri-anesthesia Nursing
- Perioperative Assessment
- Positioning the Patient
- Professionalism
- Safety in the Surgical Suite
- Scrubbing / Gowning / Gloving
- Skin Prep
- Specimens
- Sterilization & Disinfection
- Surgical Instruments
- Surgical Draping
- The Surgical Environment
- Wound Closure & Healing
- Final Exam

Periop 101: A Core Curriculum Ambulatory Surgery Centers (42+ CE's – 26 lessons)

- All of the Above – Plus
- Preoperative Care
- Postoperative care
- Final Exam

Periop 101: A Core Curriculum for the OB RN Circulator (33+ CE's – 22 lessons)

- Anesthesia
- Aseptic Technique
- Documentation

- Environmental Sanitation-Terminal Cleaning
- Hemostasis, Sponges, Drains
- Critical Thinking
- Meds & Solutions
- Peri-anesthesia Nursing
- Perioperative assessment
- Positioning
- Professionalism
- Safety
- Electrical
- Scrubbing, Gowning, Gloving
- Skin Antisepsis
- Specimens
- Sterilization & Disinfection
- Surgical Draping
- Surgical Instruments
- Surgical Environment
- Wound Closure & Healing
- Final Exam

Program Details & Timeline

- Site assessment
 - Gap analysis
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
- Knowledge Component
 - Online Component and Tests
 - Additional Lectures and Tests
 - Soft Skills
 - Self-Reading Material
- Clinical Competency Component
 - Offline component: 4–12 months

- Clinical skills labs
- Clinical practicum
- Simulations
- Reflective practice
- Flipped classroom activities
- Discussion boards
- Critical thinking component
- On-going monitoring and progress updates
- Post-site assessment / executive report out

Periop Orientation Time Frames

- Experienced Periop RN's: Total = 14–18 weeks
- Experienced RN's new to Periop: Total = 20 - 24 weeks
- New Graduate RN's: Total = 28 - 36 weeks

Critical Care Programs

ICU Core Nursing Program

Description

Transformational change management program to provide intensive care nurses comprehensive knowledge to care for ICU patients. This program can be used as part of an orientation program for new ICU nurses as well as for continuing education and professional development for experienced and existing staff.

Program Objectives

The Intensive Care (ICU) Nurse Core Development Program is a comprehensive program designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the intensive care unit settings.

Program Topics

The Essentials of Critical Care Orientation (ECCO) (69+ CE's – 49 lessons)

- Acute and Critical Care
- Special Pt. Populations
- Organizing Care
- Evidence-Based Practice
- Specialty Procedures
- Cardiovascular System
- Pulmonary System
- Hemodynamic Monitoring
- Oxygenation & Transport
- Neurologic System / Disorders
- GI System & Disorders
- Renal System / Disorders
- Endocrine System / Disorders

- Hematologic Disorders
- Multisystem Disorders / Shock
- Pharmacology (13+ CE's – 9 lessons)
- Pharmacokinetics
- Antiarrhythmic Meds
- Pain & Sedation
- Paralytics
- Patient Safety
- Vasoactive Meds
- Medication Exam
- Basic ECG Interpretation
- Pharmacology (13+ CE's – 9 lessons)

Timeline

- Site assessment
 - Gap analysis
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
- Knowledge Component
 - Online Component and Tests
 - Additional Lectures and Tests
 - Soft Skills
 - Self-Reading Material
- Clinical Competency Component
 - Offline component: 4–12 months
 - Clinical skills labs
 - Clinical practicum
 - Simulations
 - Reflective practice
 - Flipped classroom activities

- Discussion boards
- Critical thinking component
- On-going monitoring and progress updates
- Post-site assessment / executive report out

Orientation Time Frames

- Experienced ICU RN's: Total = 6 - 10 weeks
- Experienced RN's new to ICU: Total = 10 - 14 weeks
- New Graduate RN's: Total = 12 - 18 weeks

Medical / Surgical Core Nursing Program

Description

Transformational change management program to provide medical and surgical nurses comprehensive knowledge to care for acute and chronically ill adult patients. This program can be used as part of an orientation program for new medical-surgical nurses as well as for continuing education and professional development for experienced and existing staff.

Program Objectives

The Medical-Surgical Nurse Core Development Program is a comprehensive program designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the medical and surgical unit settings.

Program Topics (95 + CE's – > 150 lessons)

- Lessons are organized by body systems and designed to provide nurses with critical knowledge needed to deliver safe, competent care to adult patients

Timeline

- Site assessment
 - Gap analysis
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
- Knowledge Component
 - Online Component and Tests
 - Additional Lectures and Tests
 - Soft Skills
 - Self-Reading Material
- Clinical Competency Component

- Offline component: 4–12 months
- Clinical skills labs
- Clinical practicum
- Simulations
- Reflective practice
- Flipped classroom activities
- Discussion boards
- Critical thinking component
- On-going monitoring and progress updates
- Post-site assessment / executive report out

Orientation Time Frames

- Experienced Med-Surg RN's: Total = 3 - 5 weeks
- Experienced RN's new to Med-Surg: Total = 4 - 6 weeks
- New Graduate RN's: Total = 6 - 10 weeks

Emergency Nursing Programs

Emergency Nursing Core Program

Description

The transformational change management program provides emergency nurses comprehensive knowledge to care for ED patients. This program can be used as part of an orientation program for new ER nurses as well as for continuing education and professional development for experienced and existing staff. Online education is developed by expert emergency nurse-authors from the Emergency Nurses Association (ENA).

Program Objectives

The Emergency Nurse Core Development Program is a comprehensive program designed to develop the knowledge, skills, and competencies necessary for new or practicing nurses to work safely and effectively in the Emergency setting

Program Topics: Clinical Foundations of Emergency Nursing (75+ CE's in 45+ lessons)

- Disaster Preparedness
- Drug Calculations
- Fluid-Electrolyte
- Vascular Access
- Forensic Nursing
- Organ-Tissue Donation
- Pain
- Palliative & End-of-Life Care
- Patient Assessment
- Triage
- Wound Management
- Major Trauma Emergencies
- Abdominal-GU
- Burns
- Head & Maxillofacial
- OB
- Musculoskeletal
- Neurovascular
- Spinal
- Thoracic
- Med-Surg. Emergencies
- Cardiovascular
- Communicable
- ENT
- Environmental
- Gastrointestinal
- Hematologic
- Oncologic
- Influenza
- Neurologic
- Ocular
- Renal & GU
- Respiratory
- Shock
- Toxicologic
- Special Pt. Populations
- Behavioral
- Child & Elder abuse
- Critical Patients
- Nuclear, Biologic
- Mass Destruction

- Obstetric
- Pediatric
- Sexual Assault
- Substance Abuse
- Psychiatric ER's

Program Details & Timeline

- Site assessment
 - Gap analysis
 - Leadership summit I
- Program design: 4–8 weeks
- Educator / Trainer / Preceptor program
- Program delivery: Month 3–ongoing
 - Knowledge Component
 - Online Component and Tests (See above)
 - Additional Lectures and Tests, Self-Reading Material
 - Soft Skills
- Clinical Competency Component
 - Offline component: 4–12 months
 - Clinical skills labs
 - Clinical practicum
 - Simulations
 - Reflective practice
 - Flipped classroom activities
 - Discussion boards
- Critical thinking component
- On-going monitoring and progress updates
- Post-site assessment / executive report out

Orientation Time Frames

- Experienced ER RN's: Total = 7 - 10 weeks
- Experienced RN's new to ER: Total = 6 - 10 weeks
- New Graduate RN's: Total = 12 - 18 weeks

Emergency Nursing Triage Program

Description

Provides in-depth focus on handling a broad range of psychiatric emergencies. Online education is developed by expert emergency nurse-authors from the Emergency Nurses Association (ENA).

Program Objectives (16+ CE's in 16 lessons)

Helps nurses to perform efficient and effective triage — promoting the best possible patient care.

Handling Psychiatric Emergencies Program

Description

Provides in-depth focus on handling a broad range of psychiatric emergencies.

Program Objectives (16+ CE's in 10 lessons)

Helps nurses ensure safety while providing optimal care to patients with psychiatric emergencies and helps instill confidence in nurses who face these situations.

Program Components

- Provides custom live-action videos that explore common psychiatric scenarios and interventions. This exclusive course was developed with the Emergency Nurses Association (ENA) and is endorsed by the American Psychiatric Nurses Association



Emergency Nursing Certification Review

Description

Provides healthcare organizations with a targeted product to help nurses prepare for the CEN® exam, which is administered by the Board of Certification of Emergency Nursing (BCEN®). This exclusive offering was developed with the Emergency Nurses Association (ENA).

Program Objectives (24+ CE's in 16 lessons)

Helps emergency nurses provide safe, effective care to pediatric patients with conditions requiring emergency care.

Program Components

- This interactive course, which offers continuing nursing education contact hours through ENA, helps nurses prepare for the challenging exam

Pediatric Emergency Nursing Certification Review

Description

Provides healthcare organizations with a targeted product to help nurses prepare for the CPEN exam, which is administered by the Board of Certification of Emergency Nursing (BCEN®). This exclusive offering was developed with the Emergency Nurses Association (ENA).

Program Objectives (22+ CE's in 19 lessons)

Helps emergency nurses provide safe, effective care to pediatric patients with conditions requiring emergency care.

Program Components

- This interactive course, which offers continuing nursing education contact hours through ENA, follows the blueprint for the Certification in Pediatric Emergency Nursing (CPEN) exam and helps nurses prepare for the challenging exam

Stroke Education Program (APEX Innovations)

Description

Offers a web-based, self-paced stroke education program for healthcare professionals.

Program Objectives

Provide the education that organizations need in order to achieve and maintain Primary Stroke Center Certification by The Joint Commission, which is required to become a Designated Stroke Center.

Program Components

- The course includes the National Institute of Health (NIH) Stroke Scale Training and Certification
- Provides 8 lessons for 38+ Physician credit hours; 38 Nursing credit hours, and 30+ Pre-hospital credit hours

ECG and Chest Pain Education and Competency program

Description

The lessons in this series will help all levels of staff, from monitor techs to physicians, meet their educational needs to provide competent and confident care to chest pain patients.

Program Objectives

Educate nurses and monitor technicians in ECG basics, ECG interpretation, and 12-lead ECG interpretation.

Program Components

- Provides a web-based, amazingly interactive ECG and Chest Pain Education and Competency program for health professionals
- Provides 7 lessons for 23+ Physician credit hours; 30 Nursing credit hours, and 25+ Pre-hospital credit hours

ECG Interpretation Program

Description

ECG interpretation course (Mosby's) for healthcare providers caring for patients requiring cardiac monitoring

Program Objectives

Educate nurses and monitor technicians in ECG basics, ECG interpretation, and 12-lead ECG interpretation.

Program Components

- Includes a new interactive interface using electronic ECG calipers and ECG ruler and more rhythm tracing images to help learners apply their knowledge and a final comprehensive exam.

Palliative and End-of-Life Program (AACN)

Description

Program provides eLearning on palliative assessment and intervention skills, communication skills, and decision-making.

Program Objectives

Provide a safe environment for nurses to gain experience and confidence to care for their patients who are at the end of their lives.

Program Components

Provides 3 lessons for 3.5 credit hour

Custom Learning Programs

Description

A framework for addressing an institution's specific educational objectives within a targeted clinical focus area. Competency-based, blended curriculum integrates e-learning, instructor-led training, video, audio, and online documents.

Program Objectives

Design, develop and configure a program that meets your organization's needs and supports your policies, procedures, competencies and unique environment.

Program Topics

Custom Learning Solutions can address specific competency development needs and topics associated with a specific role – or they can target multiple roles across the institution, providing a large scale program for multiple job roles across your clinical and non-clinical staff.

Program Details & Timeline

Same Program details & timeline as other Core programs with customized content to support hospital:

- Educational objectives
- Clinical roles
- Job tasks
- Workflows
- Policies, procedures, guidelines, and/or protocols
- Improvement activities
- Programs include:
 - Clinical education topics
 - Professional development
 - Compliance / safety training

Other Programs

Pharmacy Program

Description

A collection of interactive continuing pharmacy education lessons focused on current topics. These lessons help pharmacists gain the knowledge and skills needed to increase the effectiveness and efficiency of pharmacy services as well as improve safety and patient care while earning required continuing education credits.

Nursing Assistant Program

Description

Provides the nursing assistant with a comprehensive online orientation program that covers procedures essential to providing good patient care.

Through collaborative and patient-focused engagements, Philips Healthcare Transformation Services can help you unlock insights and opportunities to solve your most complex challenges of care delivery. We can help you achieve meaningful and sustainable improvements in clinical excellence, operational efficiency, care delivery, and financial performance to improve value to your patients.

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