Innovations & Outcomes Subcommittee

*Innovation Tip Sheet *

Innovation is a term that we hear constantly in all fields from health care to business to technology…the list goes on. But what does innovation *really* mean?

Innovation Defined

Innovation can be defined as the *intentional introduction and application within a role, group, or organization, of ideas, processes, products or procedures, new to the relevant unit of adoption, designed to significantly benefit the individual, the group, or wider society.*

This definition is largely accepted because it captures the most important characteristics of innovation:

    a. novelty
    b. an application component
    c. an intended benefit

More generally, innovation can be defined as a new method and/or practice device. It is an idea, practice, or object that is perceived as new by an individual or other unit of adoption.

Innovation in Nursing

It is no surprise that the founder of modern nursing, Florence Nightingale, was also an adept innovator. We all know that nurses are creative and "get the job done" no matter what. The American Nurses Association Scope and Standards of Practice (2015) reinforced innovation as

essential to nursing's history and future, calling upon all nurses to be leaders within the profession by working to influence policies and encourage innovation.

Although innovation, as a concept, is not new to in the nursing profession, the term "nursing innovation" does not seem to be universally defined. A proposed working definition of ***nursing innovation*** is ***nursing professionals utilizing their acquired knowledge and skills to creatively develop new ways of working, drawing on technologies, systems, theories, and associated partners/stakeholders to further enhance and evaluate nursing practice.***

Innovation in Practice

Nursing innovation is a fundamental driver of progress for health care systems around the world. Nurses work in a variety of settings with all types of patients, families, communities, and our interprofessional partners. This global perspective enables nurses to provide innovative solutions to the challenges and demands of health care delivery.

Innovation in nursing care continues to be an accelerating force seeking to balance cost containment and health care quality. It is considered a critical component of business productivity and competitive survival.

Magnet® Innovation Standards (2019 Manual)

NK5 – Provide one example, with supporting evidence, of an innovation within the organization involving nursing.

NK6EO – Provide two examples (***one must be from an ambulatory care setting, if applicable***), with supporting evidence, of an improved outcome in a care setting associated with a clinical nurse(s) involvement in the adoption of technology.

NK7EO – Two examples are required (***one must be from an ambulatory care setting, if applicable***):

 a. Provide one example, with supporting evidence, of an improved outcome associated with nurse involvement with the design or redesign of work environment.
 b. Provide one example, with supporting evidence, of an improved outcome associated with clinical nurse involvement with the design or redesign of work flow in an ambulatory setting.

Tips to Innovation: Questions to Consider

1. **Does the innovation fit?**
o   What is the innovation?
o   Does it further our goals?
o   Is it compatible with our organization?
2. **Should we do it here?**
o   What are the potential benefits? Costs?
o   Can we build a business case?
o   What are the risks?

3. **Can we do it here?**
   o   Are we ready for this change?
   o   What changes will we have to make?
   o   Do we have the ingredients for success?
4. **How will we do it here?**
   o   How will we measure the impact of the innovation?
   o   Can we try the innovation first?
   o   How will we implement the innovation?

<u>TIPS for Selection of an Innovation</u>

1. Select a concept (interesting, relevant, important, useful)
2. Determine the aims or purpose of the analysis (to distinguish between ordinary and scientific usage of the same concept, to clarify meaning of an existing concept, to develop an operational definition, to develop on operational definition, to add to existing theory, etc.).
3. Identify all uses of concept (sources, all uses of the term, in all fields)
4. Determine the definitional attitudes
5. Identify
   a. A model case
   b. Borderline cases, related cases, contrary cases, invented cases, illegitimate cases
   c. Antecedents, consequences
6. Define empirical reference.