

Assessment 4: Implementation Plan Design

Name

Capella University

FPX 6085

Prof.

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Implementation Plan Design

An implementation plan is a strategic roadmap that outlines how an intervention will be executed within a specific setting to achieve desired outcomes. This plan addresses nurse burnout and improves retention rates by enhancing workplace support and well-being. The intervention focuses on structured mentorship, wellness initiatives, and flexible scheduling to create a sustainable and supportive work environment (Cohen et al., 2023). This paper will detail leadership and management strategies, delivery methods, technological support, stakeholder involvement, relevant policies, and a six-month timeline for effective implementation.

Management and Leadership

Implementing Professional Nursing Practices

Effective nursing practice, management, and leadership must be applied to intervene in resolving nurse burnout and staffing issues. Transformational leadership is especially useful, as it generates trust, shared vision, and empowerment. Through open communication and appreciation of each team member's input, transformational leaders establish a participative culture where nurses, administrators, and other professionals feel invested in solutions such as flexible scheduling and wellness support. Such involvement constructs interprofessional collaboration through mutual respect and aligned, clear goals (Boamah, 2022). Applicable management practices are shared governance and Kotter's 8-Step Change Model. Shared governance empowers allied staff and nurses to make decisions, allowing for ownership and decreased resistance. Kotter's model provides a systematic approach to change, including generating a sense of urgency, building coalitions, and developing new habits (Mendez, 2024). These steps allow coordination between departments and disciplines, from HR to clinical leadership.

Professional nursing practice, such as advocacy, ethical leadership, and evidence-based practice, is central to implementation. Nurses advocate for sustainable staffing patterns as a sensitive consideration of other stakeholders' needs, such as financial managers or shift coordinators, with budget limitations or continuity of operations as priorities. Not all team members may embrace the intervention in the first instance (Cohen et al., 2023).