

Strategic Planning Report

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This strategic planning report outlines targeted goals to enhance pressure ulcer prevention and management within the Surgical Ward by integrating evidence-based practices, staff empowerment, and leadership-driven cultural change. Guided by SOAR analysis and best practice guidelines, the plan leverages organizational strengths and opportunities while addressing ethical considerations relevant to patient safety and quality care. The report also evaluates potential barriers, leadership approaches, and implementation challenges, emphasizing transparency, patient-centered outcomes, and a continuous improvement model aligned with the organization's mission and long-term vision.

Strategic Goal Statements and Outcomes

Strategic Goal 1: Implement AI-Driven Risk Assessment Tools to Prevent Pressure Ulcers

A primary strategic goal is integrating AI-powered clinical decision support tools into the Surgical Ward's existing electronic health record (EHR) system to enhance early identification of patients at high risk for pressure ulcers. These tools will use patient-specific data, such as mobility status, nutritional indicators, and comorbidities, to generate real-time alerts and preventative care recommendations (Khalifa et al., 2024). Based on SOAR analysis, the ward's technological infrastructure and strong interdisciplinary communication provide an opportunity to incorporate AI seamlessly into clinical routines. Anticipated outcomes include a 30% reduction in hospital-acquired pressure ulcers (HAPUs) within the first 18 months and full integration of the risk assessment tool across surgical units by Year 3. Barriers such as clinician hesitancy toward AI recommendations and concerns about data accuracy will be mitigated through ongoing staff education, pilot testing, and technical support.

Strategic Goal 2: Strengthen Nursing Competency and Engagement in Pressure Ulcer

Prevention

A second key goal is to enhance nursing staff competency in pressure ulcer prevention through structured training, simulation, and peer-led learning initiatives (Sengul et al., 2025). This aligns with the organization's aspiration to foster a proactive safety culture and empower frontline caregivers. Targeted outcomes include implementing a mandatory quarterly education program on skin integrity and positioning strategies, with a 100% participation rate within the first year. Nurse-led pressure ulcer prevention champions will be established each shift to promote accountability and shared responsibility. Potential barriers include time constraints due to staffing shortages, which will be addressed by integrating training into shift handovers and offering flexible e-learning modules.