

Models of Excellence



Chamberlain University

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The purpose of the current paper is to propose an alternative framework to encourage a more positive work environment to increase job satisfaction for both current employees and potential new hires, ultimately increasing positive patient outcomes. The paper will analyze the shared governance model across an acute care regional hospital. Different aspects of the model will be reviewed and applied to the acute care facility, including its empowerment of nurses, the correlation between shared governance and overall patient experiences, and the model's implementation through staff and leadership.

Shared Governance Model

The Shared Governance Model is a nursing framework that divides decision-making amongst all nursing staff, as opposed to solely giving decision-making power to nurse leaders. This decentralizes decision-making and empowers nurses throughout the facility to contribute to creating, amending, and encouraging policies and protocols. The concept of shared governance can be a difficult change to implement in a facility; however, it can increase job satisfaction and positive patient outcomes. With the situation at the Westbrook Acute Care Regional Hospital, encouraging new nurses to pursue employment is vital to maintaining the quality of services that the community has come to expect from the facility. The shared governance model gives the nurses a sense of partnership because they are equal participants in the functioning of the facility. It also supplies the nursing staff with equity, creating a balance between the tiers of management throughout the facility, as opposed to the typical hierarchical system in most organizations. (Hamdan et al.,2024; McKnight et al., 2022).