

## Background & Problem Statement

- Successful charge nurses possess leadership skills to make timely clinical decisions, respond to crises, mentor staff, and promote optimal patient care
- Effective training for the charge nurse role is crucial to the successful operation of each unit
- Traditional training methods rarely build the mental agility required to prepare charge nurses for systemic challenges they encounter in real-world practice

## Purpose

- To enhance charge nurses' systems thinking and leadership development by implementing an interactive simulation board game

## Methods

- Nursing professional development practitioners partnered with nursing leaders and Human Resources to design an engaging workshop focused on prioritized charge nurse competencies
- The simulation game *Friday Night at the ER*® was incorporated into the workshop as an interactive, team-based exercise modeling patient flow, staffing, and interdisciplinary communication
- Effectiveness of the workshop was evaluated through pre- and post-intervention assessments, using the Charge Nurse Confidence and Competence Survey and the Systems Thinking Scale
- Data were analyzed by a research data scientist using Python's statistical libraries

## An innovative simulation game empowers charge nurses, significantly enhancing their confidence, competence, and systems thinking.



## Outcomes & Impact

- Between 2023 and 2024, a total of 208 nurses played the simulation game during the workshop
- Statistically significant increases in charge nurse confidence, competence, and systems thinking were observed immediately after the workshop ( $p < 0.01$ )
- These increases were sustained at 3-month and 6-month follow-ups
- Participants reported that the workshop was enjoyable, informative, and that it adequately prepared them for the charge nurse role
- Many noted that the hands-on, immersive nature of the game made the learning experience more fun and engaging than traditional didactic methods

## Implications & Recommendations

- Simulation gaming provides a scalable and cost-effective format for charge nurse training
- Implement simulation gaming as an innovative and engaging approach to:
  - Build leadership capacity in all practice settings
  - Empower charge nurses to navigate complexity, manage resources, and lead interdisciplinary teams
  - Cultivate agile, system-minded leaders prepared to thrive in a rapidly evolving healthcare environment

## References

