

Graduate Nurse Residency Program

Topics of Discussion

- Assessment of Learning Styles
- Clinical Readiness Assessment
- Critical Thinking Game
- Issues and Trends Forums
- The Art of Delegation
- Issues in Behavioral Health and Safety
- Scope and Standards of Practice
- Models of Care
- Patient Teaching Scenarios
- Documentation
- Silence to Voice: Finding Your Professional Nursing Voice
- A Day in the Life of a Nurse
- Peer Review Process
- Quick Response Team
- Organ Donation
- Infection Control
- Prioritization
- Patient-Centered Communication
- Lab and Clinical Decision-Making
- The RN Role
- EQ – Emotional Intelligence
- Dealing with Difficult Issues

About Us...

Phelps County Regional Medical Center (PCRMC), located in Rolla, is one of Missouri's leading regional referral centers, serving more than 150,000 residents in South Central Missouri. It features 242 acute beds with a Level III Trauma Center Emergency Department.

Mission

Phelps County Regional Medical Center will be the preferred healthcare provider and employer of choice in South Central Missouri.

Vision

Our priority is to meet the healthcare needs of the residents in our service area, by assuring quality outcomes through investment in our people to create an environment which fosters service excellence, financial viability and ensures organizational growth.

Values

Service, Opportunity, Attitude, Respect and Safety (SOARS) are the essential values that collectively form the cultural foundation on which this organization's commitment to excellence is built.

For Employment Information...

Call nurse recruitment at 573-458-7164 or complete an application online at <http://www.pcrmc.com/CareerCenter>.



PHELPS COUNTY REGIONAL
MEDICAL CENTER

Excellence in Health Care



Graduate Nurse Program



PHELPS COUNTY REGIONAL MEDICAL CENTER
1000 WEST TENTH STREET
ROLLA, MISSOURI 65401

Excellence in Health Care

From the first day on the job, PCRMC is committed to providing nurses with the tools, training, environment and resources needed to succeed.

The first year of nursing for a Graduate Nurse is notoriously filled with many transitions. Phelps County Regional Medical Center is dedicated to helping new nurses develop professionally through that first year and beyond.

One of the greatest advantages of being a part of the PCRMC team is being in an environment that supports professional growth and career development.

Performance Based Development System and Nursing Orientation

Performance Based Development System and Nursing Orientation (PBDS) is used with every nurse that starts at PCRMC, whether new or seasoned. This system uses a variety of video-based case studies and other activities to evaluate critical thinking and assess nursing knowledge. PBDS is an innovative way to evaluate nurses' abilities to keep patients safe, identify nursing skill strengths and develop new nurses.

Nurses are assigned a 1:1 coach to help them through a customized orientation. The GN orientation program lasts 12 weeks or longer, if needed. Coaches all have special training to educate and mentor nurses, as well as lend a nurturing hand, an understanding ear and a compassionate heart. The GN can also spend time with the wound care nurse, diabetic educator, infection control nurse, pharmacy and other specialty areas of the hospital to better understand continuity of care and the team approach to patient care. GNs meet weekly with their unit director, coach and preceptors to work together to develop the nurse's strengths as well as form a bond with the director and the unit.

Graduate Nurse Residency Program

Clinical Nurse Educators:
Carol Flint, MSN, RN-BC
Sue LaPlante, BSN, RN-BC

Goal: To provide the novice nurse with the necessary tools to develop into a competent practitioner.

This program meets once weekly for eight weeks as an extra part of the orientation process for GNs. Each session consists of various learning activities including presentations, sharing, games, scenarios, assessments, exercises and forums.

Objectives: At the completion of the GN Residency Program, the learner will:

1. Integrate knowledge base into the provision of patient care
2. Demonstrate professional interactions with patients, patient families, peers and multidisciplinary team members
3. Employ the attributes of clinical inquiry with forming clinical decisions
4. Develop effective critical thinking skills when providing nursing care in the clinical setting
5. Strengthen commitment to nursing as a professional career choice.

Nurse Shadowing

Because we want to find the right fit for every nurse, we invite you to shadow a nurse in any unit or position that might be open to you. You'll spend all or part of a shift with an experienced nurse – you might even want to spend time in two different areas. A good fit and the right start helps make for a fulfilling, satisfying and rewarding nursing career.

Continued Nursing Education

PCRMC, in cooperation with Central Methodist University in Fayette, MO have an extended campus RN to BSN program. Classes are offered both in the hospital as well as online. An MSN cohort is also started every year at PCRMC, leading to a Master's of Science in Nursing, Clinical Nurse Leader. The tuition reimbursement benefit of up to \$4000/year for full-time employees and a nursing stipend financially assists nurses to reach their educational goals.

PCRMC is committed to the professional success of every nurse and strengthening their commitment to patients and to the nursing profession.

