

The Nursing Process Applied to Home Care Leadership

Nursing Process	Leadership Principle	Operational Application
Assessment	Gather Data	Gather real data both subjective and objective. Identify inefficiencies, compliance risks, management ineffectiveness, and performance gaps. Identify pain points, gaps, roadblocks, and financial burdens.
Diagnosis	Define Root Causes	Define root causes of problems, not just the symptoms. Examples are workload imbalances, leadership gaps, operational inefficiencies, wrong person/wrong seat, non-compliance, and lack of accountability.
Planning	Develop Solutions & Set Goals	Develop structured solutions and set measurable goals. Create organizational strategies to address efficiency, compliance, enhanced accountability, leadership development, create new workflows and structured action plans.
Implementation	Execute Plan & Track Progress	Execute your plan—track progress. Roll out new roles, structured processes/policies, and accountability measures. Train/mentor employees and leaders in their new roles. Set expected KPIs and adjust as needed.
Evaluation	Measure Results	Measure results (efficiency, workload balance, compliance, employee satisfaction and retention). Optimize processes, and ensure continuous improvement. Use management meetings, KPI reviews, and staff feedback to evaluate effectiveness and address any new challenges.