

Leader Rounding Inventory

Evidence-Based Considerations to Refine This Practice for You and Your Organization

Use this inventory to assess your organizational “readiness to round” for impact::

- Organizational Commitment:** Senior leaders send “universal” messages to staff about the importance of this practice, and when and what staff should expect to see and experience as part of leader rounds
- Nurse Leader Rounding Infrastructure:** Senior-leaders identify the core infrastructure for *nurse*-leader rounds, and articulate clear expectations regarding process that include:
 - Time blocking
 - Permission to evaluate and de-prioritize less essential activities
 - Training on evidence-based skills
 - Coaching & feedback re: rounding skill and process
 - Clear expectations about tracking, feedback, and follow-up
 - Accountability “checks and balances”
 - Identification of specific metrics to assess progress
- Time:** Leaders are supported to maintain organizationally-blocked time to complete daily nurse leader rounds efficiently
- Delegation:** Leaders have a structured and transparent mechanism to delegate rounds if away or facing significant, competing demands
- Staff Engagement:** Leaders use intentional and consistent verbiage when talking about rounds to staff both before, during, and after
- Patient Engagement:** Leaders utilize and have mastered a structured dialogue and specific talking points to use with patients during rounds
- Recognition:** Leaders (and their senior leaders) are consistently identifying, tracking, and celebrating recognition opportunities that are discovered during rounds
- Performance Management:** Leaders (and their senior leaders) are ensuring that consistent and progressive staff follow-up about problems or issues is occurring



LET'S GET STARTED.