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**Engaging novice nurses through reflecting and interactive coaching huddle**Ma Ave Lorraine P Llorin<sup>1</sup>, Carmina V Ponce<sup>2</sup><sup>1</sup>San Juan de Dios Educational Foundation, Philippines<sup>2</sup>San Juan de Dios Educational Foundation, Philippines

Adopting a nurturing culture of coaching that promotes nurses' growth, development and confidence is necessary. Coaching Using Reflecting and Interactive Coaching Huddle (RICH) is implemented in the nursing Service of SJDEFI Hospital to support the learning and development of nurses. Coaching is being conducted as a corrective action instead of preventive. Thus, this study aims for novice nurses to evaluate RICH as a preventive coaching strategy used by unit preceptors in helping novice nurses develop their fullest potential as competent nurses and effective leaders of their units. This quantitative study focuses on the relationship between the demographic profile of the novice nurses and the effectiveness of RICH. The study was conducted in various areas of the five sections of the Nursing Service of SJDEFI Hospital. The identified novice nurses were the 41 participants who underwent coaching sessions every after shift with their unit preceptors. 53.66% of the novice nurses came from the 20-24 age group. The population of novice nurses was predominantly female with 85.37%. Only 4.88% of the novice nurses attained a master's degree in nursing. Novice nurses were mostly assigned in special areas of the institution. 41.46% of the novice nurses have less than six months of experience in the institution. Evaluation of novice nurses on RICH as an effective strategy in improving their job performance in terms of dynamic involvement, interdisciplinary communication, individual task expectations and acquired leadership roles attained very high extent ratings. The only relationship that was significant was between age and individual task expectations.

**Biography**

Ma Ave Lorraine P Llorin has completed Bachelor's degree in Nursing from University of Santo Tomas and is currently pursuing her Master's degree in Nursing, major in Nursing Service Administration at Concordia College. She is currently the Assistant Training Coordinator of San Juan de Dios Educational Foundation, Inc. Hospital.

mavel.llorin@gmail.com

**Biography**

Carmina V Ponce is currently the Assistant Training Coordinator of San Juan de Dios Educational Foundation, Inc. – Hospital.

cvp09@yahoo.com