

**NURS-FPX6030 Assessment 4: Implementation Plan Design**

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Program Name or Degree Name (e.g., Bachelor of Science in Psychology), University

COURSE XXX: Title of Course

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## **Implementation Plan Design**

An implementation plan design entails the process that should be followed to achieve set goals in a project or intervention. The design entails an outline that serves as the roadmap for the implementation process, including the action steps or activities that will be followed to achieve the project/intervention objectives. The focus need in this project is gestational hypertension. The proposed intervention is a specialized patient education program focused on gestational hypertension. Its primary objective is to enhance understanding of the condition, encourage lifestyle adjustments, and ensure effective management of high blood pressure during and after pregnancy and postpartum will be offered to a group of at-risk pregnant women. The target setting for implementing the intervention is First Choice Women's Clinic. This essay presents the vital considerations relevant to the implementation plan design, which include management and leadership, delivery methods and technology, stakeholders, policy and regulation, and the timeline for implementing the intervention.

### **Strategies for Leading, Managing, and Implementing Professional Nursing Practices**

The application of professional nursing practices is vital in enhancing Interprofessional collaboration during the implementation of an intervention plan. Interprofessional collaboration is crucial to the success of a project or intervention since it helps the team, which members of different disciplines form, to work together (Folkman et al., 2019). Therefore, it is essential to identify the leadership and management strategies that would facilitate professional nursing practices and thus enhance collaboration. The strategies that will be used to lead, manage and implement professional nursing practices to ensure Interprofessional collaboration include shared decision-making, tasks and power delegation, effective communication, and having a clear goal/vision.

Shared decision-making is one of the strategies that enhance Interprofessional collaboration. The strategy enhances active participation from all team members since it shows them they have a significant role in the project. According to Keshmiri et al. (2022), shared decision-making in healthcare and healthcare interventions promotes better decisions since different perspectives are considered. Tasks and power will also be delegated while implementing the proposed project intervention. Folkman et al. (2019) note that delegating power to team members empowers them and enhances their confidence in participating in the team.

Effective communication is also essential in ensuring Interprofessional collaboration. It is essential to encourage two-way communication between the project leaders and the team members, thus enabling them to work together. More so, effective two-way communication helps overcome miscommunications, promotes feedback provision, and makes clarifications, which is essential in implementing an intervention plan. In addition, defining and communicating a clear goal enhances Interprofessional collaboration by ensuring the members work together to achieve the goal.

Furthermore, the proposed strategies to manage Interprofessional collaboration include identifying conflict resolution mechanisms, developing shared values and respect for each other, and respecting and utilizing team members' capabilities. While working with a team that entails professionals from different disciplines, sometimes conflict may be inevitable. Vaseghi et al. (2022) note that identifying conflict resolution mechanisms is vital in managing and maintaining Interprofessional collaboration. Shared values and cultivating respect for one another also help the team appreciate each other's work, thus enabling them to work cohesively. Additionally, team members' capabilities in relation to the intervention should be utilized to enhance

maximum performance and promote goal achievement. Other perspectives in the leadership and management of Interprofessional teams include servant leadership while implementing the intervention since it promotes Interprofessional collaboration through the leader supporting the team members to achieve their goals (Vaseghi et al., 2022).

### **Change Implications Associated with the Proposed Strategies**

The proposed leadership and management strategies will significantly lead to changes that will improve the quality and experience of care while controlling costs. Shared decision-making, setting a clear goal, and communicating effectively will help enhance interprofessional collaboration and help the team work together to address gestational hypertension needs in the target setting and population. For instance, shared decision-making and power delegation will enable the team to develop a specialized patient education program that incorporates different perspectives, thus strengthening it. Additionally, the program will incorporate different aspects, thus improving the quality and experience of care.

Managing Interprofessional collaboration through effective conflict resolution approaches, shared values, and respect will lead to a change in how the team delivers care services. According to Ohta et al. (2019), conflicts and disrespect among team members limit interprofessional collaboration, leading to inefficiencies such as duplication of efforts and miscommunication. The proposed strategies will enhance Interprofessional collaboration, improve care quality, and improve efficiency. Therefore, the change led by the team will improve care quality and promote the experience of care for patients in the institution.

According to Hersh et al. (2022), gestational hypertension considerably raises the cost of care during and after pregnancy, including maternal and infant hospitalizations resulting from the related complications. The weight of the costs falls on the individual, who has to cater for

hospital expenses, and the institution, for running costs. The proposed strategies will change the knowledge and management of gestational hypertension, thus reducing complications and consequently maintaining costs. A major area of uncertainty in using specialized patient education to improve quality, experience and care costs is that it is unclear how many patients in the program would adhere to the education, thus impacting these outcomes.

### **Appropriate Delivery Methods to Implement an Intervention which will Improve the Project Quality**

The choice of intervention delivery considerably impacts the quality of the project, its success, and outcomes sustainability. According to Stellefson et al. (2020), the delivery of patient education determines its outcomes and success in the target population. The choice of the appropriate delivery methods for implementing a project intervention depends on the nature of the intervention, the target population characteristics, and the intervention's nature. The appropriate delivery methods for this patient education intervention include in-person group teachings, online workshops, handouts, and discussions.

The target population entails women from different cultural backgrounds and age levels, thus using different methods. Younger women are more likely to embrace the online delivery of patient education, as opposed to younger women in the target population. Additionally, group teaching and discussions will help patients interact, thus supporting each other. The handouts will act as additional patient education information sources and reach at-risk patients who cannot attend face-face or online sessions. The proposed delivery methods will improve the project quality since they are more likely to yield success, considering the nature intervention nature and population characteristics. These delivery methods are proposed assuming the required materials

for imparting gestational hypertension educational content are readily accessible in the institution and ready to be utilized.

### **Current and Emerging Technological Options Related to the Proposed Delivery Methods**

Technology is a vital consideration in every implementation plan design. The current and emerging technological options related to the proposed delivery methods include videoconferencing, telehealth, simulations, and virtual reality teaching. These technological options will enhance patient education content delivery by simplifying it to enhance a better understanding for the target population. Additionally, the use of simulations and virtual reality to deliver patient education will provide the patients with real-life examples that they can relate to and also attract young pregnant women, who are a major at-risk group for gestational hypertension. Telehealth and videoconferencing will help reach more patients remotely, thus increasing the target population. Therefore, applying technology in the intervention delivery methods will increase project success and lead to positive outcomes. However, further information on the effectiveness of technological applications in a diverse target population would improve the analysis of technological options in patient education.

### **Stakeholders, Regulatory Implications, and Potential Support Impacting the Implementation of the Intervention**

The considerations that would impact the implementation of the proposed intervention include stakeholders, relevant regulations, and potential support. The relevant stakeholders in patient education focusing on gestational hypertension include the nurses, physicians, midwives, institutional leaders, patients and their families. Understanding the role, needs, and priorities of each stakeholder in the project would considerably lead to the success of implementing it. Nagraj et al. (2019) note that effective stakeholder engagement in an implementation entails

understanding stakeholder roles, needs and priorities, thus devising a way to meet them.

Therefore, actively engaging stakeholders and understanding their differences will promote the success of implementing the intervention.

Regulatory implications also impact the implementation of an intervention considerably. The institutional and governmental regulations related to patient education would support its implementation. For example, if the institution advises against using a certain patient education delivery method, the method would be dropped regardless of being in the initial intervention plan. Additionally, potential support from the institution's leaders, including acceptance and provision of financial resources, is needed to implement the intervention successfully. Inadequate support and buy-in from the institutional leaders would even lead to the cancellation of the intervention; hence it is vital to seek support first. The analysis assumes that the stakeholders will participate freely, the regulatory and institutional requirements are clear, and the project team gets the necessary support and buy-in from the target institution.

#### **Policy Considerations Supporting the Implementation of the Intervention Plan**

Existing and new institutional policies may considerably support limiting an implementation plan design. In this case, the target setting has an institutional policy supporting health promotion initiatives. Patient education is one of the health promotion initiatives aimed at improving patient outcomes, care quality, and reducing costs. Therefore, the policy will support the implementation of the proposed intervention since it aims to reduce patient outcomes by reducing complications related to gestational hypertension. However, new policies discouraging patient education delivery methods in the implementation plan may limit its implementation.

#### **Proposed Implementation Timeline**

The proposed timeline for implementing the intervention is twelve weeks. A twelve weeks timeframe is appropriate for the intervention since it is adequate to carry out all the activities related to the intervention, including developing the educational content and its delivery. The factors that would force timeline revision include approval delays from the institutional leaders and financial constraints.

### **Conclusion**

The successful implementation of an intervention requires various factors to be taken into account during implementation. These factors include management and leadership, delivery methods and technology, policy considerations, stakeholder involvement, and the proposed timeline. The impact and implications of these considerations differ depending on the specific target population and setting. The factors explored above will influence the implementation of the proposed intervention design in the target setting and population.



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