

UPMC Presbyterian Nursing Strategic Plan 2020-2025

Our strategic plan is our roadmap of where we are and where we want to go. The purpose of creating a strategic plan gives us a direction when making decisions and allocating resources in pursuit of our direction. This also ensure we are all working in the same direction, together to achieve common goals. At UPMC, our overall organization develops a strategic plan that cascades down to the business units, and then the various divisions. The overall UPMC strategic plan has four pillars:

- **Service**
- **People**
- **Quality**
- **Finance**

UPMC Presbyterian nurses consistently strive for excellence. We encompass past successes with future endeavors in our strategic plan. We have cleared defined our pathway for 2020-2025. The nursing strategic plan was developed from our Shared Leadership representatives at our 2019 All Council Conference. That conference had over 150 attendees participating in various exercises to develop updates to our Mission, Vision, and Strategic Plan. After the conference, the responses to the exercises were collated and quickly themes began to be identified.

- **Patient Experience**
- **New Ideas/Innovations**
- **Staff Experience/Well-Being**
- **Nurses impact on the bottom line (finances)**

This strategic plan will serve as our lantern/guiding light for nursing for the next five years. We may need to make revisions as needed, but this defines where we want our nursing practice in 2025. Thank you to those that participated in the 2019 All Council Conference this will forever be part of your legacy at UPMC Presbyterian.

UPMC Presbyterian Shadyside Nursing Strategic Plan 2020-2025				
Goals	Service	People	Quality	Finance
	Improve the Patient Experience	Improve the Employee Experience	Improve the Quality and Efficiency of Patient Care	Operate All Departments to Budget
Nursing Strategies	<ul style="list-style-type: none"> • Continue The Patient Experience Work • Develop Collaborative & Multi-disciplinary Care • Build Interdepartmental Relationships • Institute 4 Key Behaviors • Optimize Ambulatory Care Access 	<ul style="list-style-type: none"> • Obtain Magnet Designation • Reduce Turnover • Increase Recruitment & Retention • Complete Succession Planning & Professional Development • Increase BSN & Certification Rates • Continue Shared Leadership • Ensure Staff Safety • Promote Interdepartmental Relationships • Implement Recognition Programs • Promote Healthy Workforce Programs 	<ul style="list-style-type: none"> • Working to Scope • Evidence-based Practice and Research • Promote Publications, Regional, National& International Visibility • Outperform National Quality Indicator Benchmarks • Reduce 7-day Readmissions • Care Transitions Calls • 24/7 Regulatory Readiness • Patient Safety 	<ul style="list-style-type: none"> • Staff to Budget • Ensure Direct/Indirect Operating Costs to Budget