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NEA BC exam

- shows respect and caring - ANS Tom Peters created what leadership theory

(DMAIC) define, measure, analyze, improve, control - ANS phases of Lean Six Sigma

adaptation; standardized nursing diagnoses - ANS nursing theorist Sr Callista Roy

caring and caritas - ANS nursing theorist Jean Watson

comprehensive systems model; person, environment, health, nursing - ANS nursing theorist Betty Neumann

connective leadership - ANS what type of leadership features collaboration, cooperation, coordination

decentralized organizational structure (more of a flat structure) - ANS which type of organizational structure is more common in today's world; decentralized or hierarchical??

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Nursing ANCC - Nurse Executive Advanced Certification (NEA-BC) Sample Questions (Q285-Q290):

NEW QUESTION # 285

Which of the following is one the of the principal goals of the Magnet Recognition Program?

- A. To provide a vehicle for disseminating successful nursing practices
- B. To gain additional funds for nursing education
- C. To identify the leading nursing schools in the U.S.
- D. To call attention to issues of patient safety

Answer: A

Explanation:

The Magnet Recognition Program (MRP) was established by the American Nurses Credentialing Center (ANCC) to recognize healthcare organizations that excel in nursing. One of the principal goals of this program is to provide a vehicle for disseminating successful nursing practices. This goal is fundamental to understanding why the MRP is highly regarded within the healthcare community.

The program evaluates healthcare organizations on a set of criteria designed to measure the strength and quality of their nursing. This includes the quality of nursing leadership, coordination and collaboration across specialties, and processes for measuring and improving the quality and delivery of care. Achieving Magnet status is not only about meeting these rigorous standards but also about maintaining them, which encourages a cycle of continuous improvement in nursing practices.

By focusing on these areas, the Magnet Recognition Program serves as a benchmark for healthcare organizations who strive to achieve and maintain excellence in their nursing practice. This status acts as a signal to patients about the quality of care they can expect to receive, making it a powerful tool for attracting and retaining talent as well as improving overall patient outcomes.

Moreover, organizations with Magnet status often serve as role models in the nursing community, disseminating successful practices and strategies that others can adopt. This dissemination is achieved through various means, including publications, conferences, workshops, and networking. Sharing these best practices helps to elevate the standards of nursing across multiple organizations and settings, leading to broader improvements in healthcare quality.

In summary, the primary goal of the Magnet Recognition Program to provide a vehicle for disseminating successful nursing practices is vital as it promotes a learning environment that encourages the widespread adoption of exemplary professional practice. This enhances the quality of patient care and contributes to the professional development of nurses everywhere, reinforcing the program's esteemed position in the healthcare sector.

NEW QUESTION # 286

The Office of the Inspector General (OIG) has set forth the elements for an effective corporate compliance plan. They include which of the following?

- A. employee education and systematic compliance training
- B. all of the above
- C. adoption of reasonable compliance standards of conduct and procedures
- D. appointment of a high-level compliance officer

Answer: B

Explanation:

The Office of the Inspector General (OIG) in the United States plays a crucial role in establishing guidelines for maintaining ethical standards and preventing fraud, waste, and abuse in various sectors, including healthcare and corporate settings. An effective corporate compliance program is essential for organizations to ensure they operate within legal and ethical boundaries.

The OIG has identified several key elements that form the backbone of an effective corporate compliance plan. These elements are designed to foster a culture of compliance and integrity within organizations. Let's explore these elements in more detail:

1. ****Adoption of reasonable compliance standards of conduct and procedures****: This element involves setting clear guidelines and standards that outline acceptable and unacceptable behavior within the organization. These standards should be comprehensive and designed to prevent illegal or unethical conduct. It's essential for these standards to be communicated effectively to all employees and

stakeholders.

2. **Appointment of a high-level compliance officer**: Having a dedicated compliance officer or a compliance committee at a high level within the organization is crucial. This role involves overseeing all aspects of the compliance program, ensuring policies are updated and adhered to, and acting as a point of contact for compliance issues. The compliance officer also ensures continuous education and training on compliance matters for all employees.
3. **Employee education and systematic compliance training**: Regular training programs are essential to ensure that all employees understand the compliance standards and their roles in maintaining these standards. Education and training should be an ongoing effort to keep all employees updated about new regulations and internal compliance policies.
4. **Effective communication**: It's important that the organization maintains open lines of communication. Employees should feel comfortable reporting potential violations without fear of retaliation. Effective communication also includes the dissemination of compliance standards and procedures throughout the organization.
5. **Monitoring and auditing systems to detect criminal conduct**: Regular audits and monitoring are critical to ensure compliance and detect any deviations from established standards. These systems serve as a deterrent to misconduct and help the organization identify and rectify issues proactively.
6. **Enforcement of disciplinary standards through well-publicized disciplinary guidelines**: Ensuring that there are consequences for violating compliance policies is essential. These consequences must be consistently applied and communicated to all employees to reinforce the importance of the compliance program.
7. **Response and prevention measures to address potential violations**: Upon detection of a violation, it is important for the organization to act swiftly to investigate and address the issue. This includes taking appropriate corrective action and modifying the compliance program to prevent future violations.

When the question suggests "all of the above" as the correct answer, it acknowledges that an effective corporate compliance plan is multifaceted, incorporating all these elements. Each component plays a vital role in creating a robust compliance framework that supports ethical practices and complies with legal standards. Ensuring all employees are aware of and engaged with these elements is crucial for the success of the compliance program.

NEW QUESTION # 287

PDSA stands for?

- A. Personal Disease Study Aim
- **B. Plan-Do-Study-Act**
- C. Patient Disease Study Act
- D. Planned Disease Self Act

Answer: B

Explanation:

PDSA stands for Plan-Do-Study-Act. It is a cyclical, iterative framework widely used in process improvement, especially in the fields of healthcare, business, and software development. The PDSA cycle is valuable for systematically testing changes in a process to improve efficiency and effectiveness.

The first phase of the PDSA cycle is "Plan." During this phase, teams define the objectives and the processes necessary to deliver results in accordance with the expected output. This involves planning the test or observation, including a prediction and outlining the data collection plan. It is crucial at this stage to have a clear, actionable plan that addresses who will be involved, what steps they will take, and when and where these steps will occur.

The second phase, "Do," involves implementing the plan and executing the steps. This is a trial phase to test the change on a small scale, gather data, and observe the outcomes. It is essential for understanding how the changes perform in a controlled environment before full-scale implementation.

Following this, the "Study" phase is where outcomes are analyzed and data is compared against the expected results to ascertain any differences and learn from the outcomes. This phase is critical for understanding the impact of the changes and whether they are moving the process closer to the desired state. Teams review what worked, what did not, and why.

The final phase, "Act," involves acting on the insights gained through the cycle. If the results are successful, the new process is standardized and implemented on a larger scale. If the change did not work as intended, insights from this phase are used to plan new changes, and the cycle begins anew with a revised plan. This iterative nature of the PDSA cycle encourages continuous refinement and adjustment, leading to sustained improvements over time.

In summary, the PDSA cycle is a valuable tool for continuous improvement by allowing teams to test hypotheses about how changes can improve outcomes, implementing these changes in controlled ways, studying the results, and then deciding on further action. This methodical approach helps ensure that improvements are based on precise, reliable data, leading to efficient and effective processes.

NEW QUESTION # 288

There is a distinct difference between errors and mistakes. All of the following are characteristics of errors EXCEPT:

- A. They are repeatable.
- B. They foster sustainability.
- C. They do not result in learning.
- D. They are random.

Answer: C

Explanation:

When discussing the distinction between errors and mistakes, it is essential to understand their unique characteristics and impact on learning and development. Errors and mistakes, although often used interchangeably, have distinct implications in cognitive and behavioral contexts.

An error is typically seen as a deviation from accuracy or correctness, a failure to perform a task or function according to a set plan or principle. Errors are usually systematic and can be anticipated, analyzed, and used to improve future performance. This is because they are often the result of a flawed system or misconceptions and thus provide valuable lessons when they are identified and corrected. In other words, errors can be viewed as opportunities for learning and growth. They are essential to the process of creation and innovation because they can lead to new ways of thinking or improved methods.

On the other hand, mistakes are generally considered to be a result of a lapse in judgment, insufficient knowledge, or carelessness. Mistakes are random and less predictable and often do not contribute to learning because they might not repeat under the same circumstances. They are usually isolated incidents that do not necessarily lead to a better understanding or improvement unless systematically analyzed and linked to broader patterns or insights.

The characteristics of errors include being systematic and repeatable. Since errors are often rooted in systemic issues or consistent misinterpretations, they can be recreated under the same conditions, allowing for the testing of hypotheses and verification of solutions. This repeatability is foundational for the learning process that errors promote.

Contrary to the statement "They do not result in learning," errors are particularly potent in educational and developmental contexts precisely because they lead to learning. Understanding why an error occurred leads to knowledge gains and procedural adjustments. This iterative process is vital in fields such as science, engineering, and other disciplines where progressive refinement of techniques and theories is crucial.

The statement "They foster sustainability" might initially seem out of place; however, in a broader sense, the ability to learn from errors can contribute to sustainability. By continuously improving processes, reducing waste, and enhancing efficiency through the lessons learned from errors, organizations and systems can become more sustainable.

In summary, except for the characteristic "They do not result in learning," which is incorrect as previously explained, the other characteristics generally align with the nature of errors. Understanding these distinctions helps in crafting strategies for learning, development, and improvement in various fields.

NEW QUESTION # 289

There are many stages to the malpractice lawsuit after it has been filed. The stage in which there are requests for production of documents and other things as well as depositions is which of the following?

- A. pretrial
- B. discovery
- C. mediation
- D. settlement negotiations

Answer: B

Explanation:

The correct answer to the question regarding the stage in a malpractice lawsuit where requests for production of documents and depositions occur is the "discovery" stage.

In the context of a lawsuit, the discovery phase is a critical pre-trial segment where both parties involved gather relevant information from each other to prepare for trial. During this phase, legal tools are employed to obtain evidence that may not be readily accessible without formal legal processes.

The primary activities during the discovery stage include: 1. **Requests for Production of Documents**: This is where one party requests the other to provide specific documents that are relevant to the case. These documents can include medical records, emails, contracts, and any other materials that can provide necessary details pertaining to the case. 2. **Depositions**: These are sworn, out-of-court testimonies given by witnesses or parties involved in the lawsuit. During a deposition, attorneys from both sides can ask questions, and the answers are recorded for later use in court or for discovery purposes. This helps both sides evaluate the strengths and weaknesses of the case.

Other components of discovery include: - **Interrogatories**: These are written questions that one party sends to the other, which

must be answered in writing and under oath. - **Requests for Admissions of Facts**: This tool asks one party to admit or deny certain aspects of the case to streamline issues for trial. - **Physical or Mental Examinations**: If the physical or mental condition of a party is in question, a court may order an examination to gain a professional assessment. Subpoenas are also a common tool used in the discovery phase. A subpoena compels a witness to appear at a deposition or trial or to produce documents or records. Failure to comply with a subpoena can lead to legal penalties. The discovery stage is crucial for building a case or defense strategy by allowing both sides to access all relevant facts. This stage can sometimes lead to settlements if the evidence overwhelmingly favors one side, making further litigation unnecessary. Furthermore, thorough discovery can contribute to a fairer trial since both sides have had the opportunity to access critical information.

NEW QUESTION # 290

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