# How to create and communicate your virtual nursing vision to gain buy-in

## Learn from leaders from established virtual nursing programs

Hospitals and health systems are seeing powerful benefits from their virtual nursing programs including increased staff satisfaction, enhanced patient experiences, improved clinical outcomes and cost-savings. But the journey to realize these benefits begins with a vision that addresses your organization's strategic goals and priorities.

### Understanding stakeholder priorities

The shift from primary nursing to a collaborative virtual team approach is complex and may be met with hesitation. To gain buy-in, it's critical to quickly and clearly articulate your vision. **Begin by asking:**

- *What is most important to stakeholders across my organization?*

- *How do priorities differ or align between departments and their leaders?*

Consider how the benefits of virtual nursing may address goals or pain points across your organization. Tactically, identify the key leaders from each department that will play a role in your transformation journey.

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> **Every organization is different. Each organization has their own unique needs of what they're trying to accomplish. Know your audience well, know your stakeholders well."**
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> **– Theresa Trivette,**
> Chief Nursing Executive, Valley Health

## Planning for success with expert advice

Nursing leaders who have already implemented virtual nursing programs understand the challenges that come on the transformation journey.

Top recommendations for success:

1. **Invest in change leadership** across your entire organization

2. **Ensure full executive leadership** support and buy-in

3. **Start small** with one nursing unit, capture feedback and iterate to scale efficiently

4. **Communicate** with other teams early and often, allowing for dialogue

5. **Involve staff** in all parts of the process

6. **Introduce your virtual nurse**, explaining how they will interact with the full care team

7. **Delineate tasks** that the virtual nurse will be responsible for

8. **Involve IT at the start** to weigh in on technology, network infrastructure, security and support needs

9. **Accommodate** the varying needs of patients in different units

## To learn more about building an enterprise virtual nursing solution

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