

# Clinical Supervision

a reflective approach to complex leadership challenges.



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## Introduction

- Burnout, stress and workload contribute to lower job satisfaction, increased absenteeism and poorer patient care.<sup>1</sup>
- Supportive workplaces improve nurse wellbeing, job satisfaction and care quality.<sup>2</sup>
- Clinical supervision provides structured reflection, peer support and professional growth.<sup>3</sup>

## Objective

Can clinical supervision assist Cabrini nurses in recognizing best practices, enhancing communication and teamwork, and providing greater professional support?

Could this ultimately lead to improved staff well-being and a better patient experience?

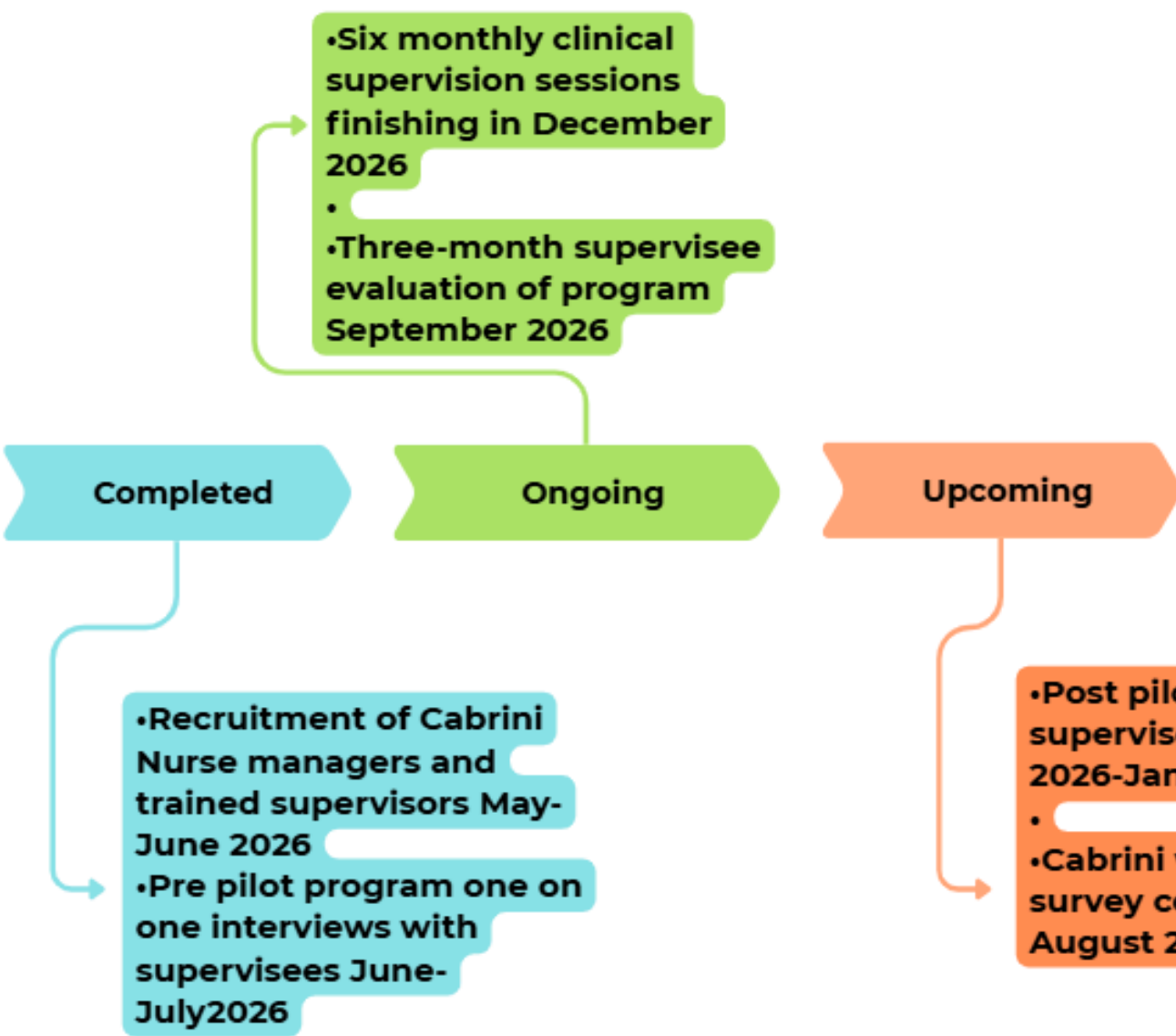
## Method

- 6 Monthly Sessions
- Nurse Managers & Trained Supervisors
- Interviews + Survey

## Results-pre pilot interview

- Key Findings
- ★ Improved confidence
  - ★ Better clinical reflection
  - ★ Increased engagement
  - ★ Strong leadership support needed

## Timeline



## Quotes from pre pilot program interviews.

"Elevate my skills around being a support person for my team, around coaching skills" Participant 7

"I can only see it (clinical supervision) as a positive thing" Participant 1

"Better my teaching methods" Participant 6

"Protected time... (with it) being difficult to come off the floor when you're clinical: Participant 8

## Conclusion

- Cabrini nurses are open to clinical supervision despite limited experience.
- Future data will come from a pilot program evaluation, a nursing survey, and post-program interviews.



Cabrini ethics approval obtained, project number 07-07-05-26



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