

Professional Practice Model (PPM)

The MGH Professional Practice Model (PPM) was developed to provide a comprehensive view of the components of professional practice and the contributions of all disciplines engaged in patient care. The depiction of the MGH Professional Practice Model reflects an organizational commitment to teamwork in an effort to facilitate optimal patient care. The model is represented graphically as a nine-piece puzzle as seen on the next page.

Our professional practice model provides the framework for achieving clinical outcomes as well as showcasing our work as a united and pioneering effort to realize our vision.

By analyzing each piece of the PPM in greater depth as has been done on the previous page, we can see how the PPM:

- Delineates knowledge embedded in practice
- Describes skill acquisition
- Identifies and resolves barriers to clinical practice
- Defines strategies that encourage and celebrate professional development

The graphic representation of the PPM can assist us to articulate our nursing practice to others.

PROFESSIONAL PRACTICE MODEL



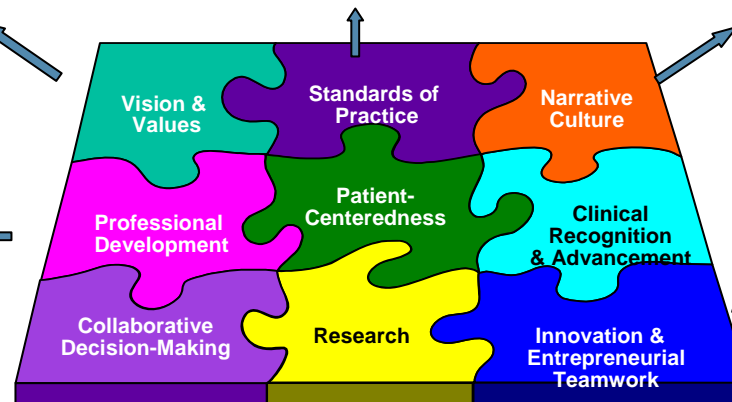
MASSACHUSETTS
GENERAL HOSPITAL

We have a shared vision and value accountability, responsibility, diversity, resource effectiveness, & our core value --- patient- and family-centered care

Standards of practice exist to ensure that the highest quality of care is maintained regardless of the number of professionals providing care, or the experience of those professionals.

Clinical narratives are an effective way to share and reflect on clinical practice. They reveal the clinical reasoning and knowledge that comes from experiential learning.

Professional Development is essential to our ability to provide quality care, to achieve personal & professional satisfaction, and to advance our careers. Our activities include orientation, in-service training, formal & continuing education, & clinical advancement activities.



Center: Our core value of patient-centered care & our belief that the patient/family-nurse relationships are critical to the development of our professional practice model which we define as -- interdisciplinary, patient- and family-centered care.

Collaborative Decision-Making is built on the premise of "teamness" and team learning, i.e., the network of relationships between people who come together & implement actions or strategies toward a desired outcome.

The possession of a body of knowledge from research is the hallmark of a profession. Research is the bridge that translates academic knowledge & constructed theories into direct clinical practice.

Members of the interdisciplinary teams that comprise patient Care Services are committed to working together to identify issues in care delivery, and, more importantly, identify strategies to enhance care delivery.

The Clinical Recognition Program marks the acquisition and development of clinical skills and knowledge as clinicians pass through four phases: entry, competent, advanced clinician, and clinical scholar. In addition, a myriad of recognition awards for excellence in clinical practice, education and research exist.