

Is Nurse Manager Workload Out of Control?

Five Strategies to Put an End to Nurse Manager Overload

Nurse managers are critical to driving unit performance and meeting strategic goals. But their ever-expanding workload can feel like a clogged sink with the tap wide open, overflowing and flooding on a daily basis. What's causing the flood?

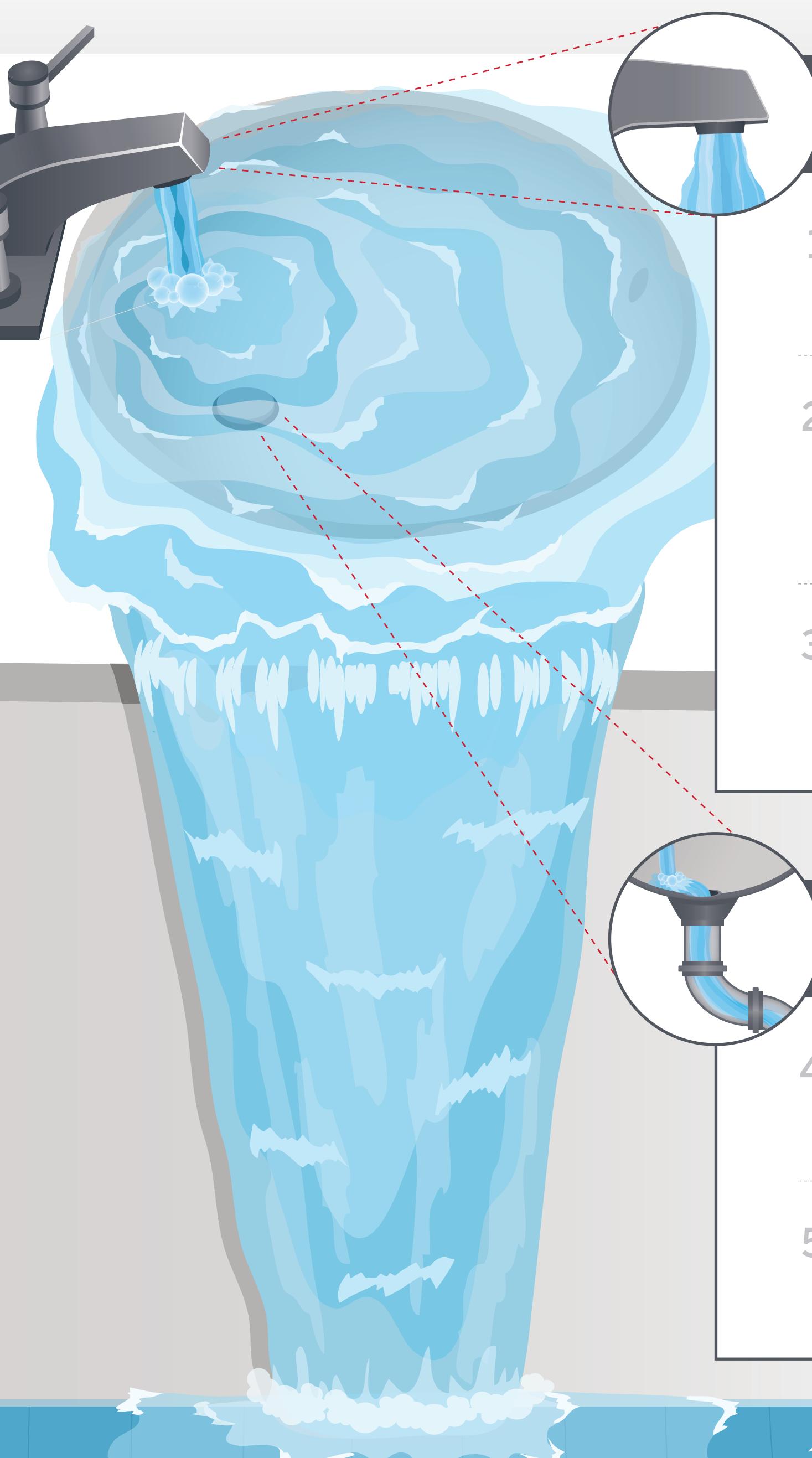
New Work “Pouring Through the Faucet”

- Large health system improvement initiatives delegated by senior leaders
- Multiple requests from other departments and staff, often hidden from nurse leaders' view

Specific Pinch Points “Clogging the Drain”

- Hunting down and compiling data for reports and performance analyses
- Managing staff schedules, incorporating staff requests, filling vacant shifts
- Back-office work limiting time managers can spend rounding on patients and staff

Nurse leaders can put an end to nurse manager overload. Here are **five executive strategies** to help “reduce the flow” and “unclog the drain.”



REDUCE THE FLOW

Control the steady stream of new demands adding to nurse managers' workload.

1 Filter Strategic Initiatives from Above

Ease the burden of new projects by integrating and re-allocating strategic work before it reaches nurse managers.

2 Spotlight and Control Lateral Seepage

Minimize the time nurse managers spend addressing interdisciplinary issues by identifying and eliminating insidious work that could be better handled by ancillary departments.

3 Buffer Against 24/7 Unit Demands

Help managers recharge and focus on the bigger picture by setting guardrails around work/life balance and creating space for important leadership activities.

UNCLOG THE DRAIN

Alleviate pinch points creating a drag on nurse managers' productivity.

4 Elevate Manager's Role to Sign-Off

Make nurse managers the “approver” rather than “doer” by tapping into existing data and staffing experts.

5 Better Leverage In-House Support

Allow nurse managers to focus on core responsibilities by establishing partnerships with highly qualified deputies.