

Centre for Nursing Practice



We RPN

Registered Practical Nurses
Association of Ontario



We are Nursing Leaders.

Our health care landscape is complex. Organizations are grappling with constant challenges as they adjust to new governance, evolving funding models or changing public health realities. Many are simultaneously adapting to new technologies and processes while also supporting increased patient need and expectations. At the same time, nurses are working in environments where staff shortages, role confusion, and team dynamics are impacting their ability to deliver the best care possible to patients. This is unsustainable. If patients are to receive the excellent care they deserve, health care leaders must ensure their teams are built upon a base of expert practice, effective processes and strong collaboration and communication.

This is where we come in.

Nursing leaders are busy and may not have access to the supports they require to achieve necessary change. WeRPN can help. We are nurses with the skills and experience in professional practice to offer expert guidance that translates into meaningful organizational change.

We are Innovators.

Equipped with expertise in new and leading practices, we work in partnership with organizations to identify and implement innovative solutions to nursing challenges.

Optimizing Roles and Models of Care

- > Are you looking to strengthen your team functioning and optimize the contributions of nurses?
- > Are you looking to improve quality of care, joy in work and staff retention?
- > Do you want to enhance collaboration among nurses and with other members of your health care team?

WeRPN can work with you to review your current nursing roles and model of care and support you to enhance your operations. Utilizing the Knowledge Process Model®, which reminds nurses and nurse leaders of their critical role as knowledge professionals, we can help identify existing gaps and opportunities to optimize scope of practice and ensure effective matching of nursing competencies to patient needs. Our evidence-based change leadership methodology is designed to ensure staff engagement, sustainability and meaningful outcomes.

Redesigning Nursing Care Delivery and Decision-Making Processes

- > Would your workplace benefit from the development of a decision-making framework to inform staffing decisions on a daily or longer-term basis?
- > Do you want to improve care delivery processes, assignment practices, communication and handoffs?
- > Do you want to better engage nurses as partners in care design with the goals of improving role satisfaction and retention?

WeRPN has experience and expertise in working with teams to improve decision making and care delivery processes. We have access to a wide variety of resources and leading practices and can assist you to improve outcomes in the areas of medication incidents, hygiene, skin and wound care, falls, restraints, pain, etc.

Our approach utilizes interactive exercises to create energy through open and constructive dialogue. We work to ensure that nurses are co-designers of change, which in turn supports real results on an individual, team and organizational level.

Professional Practice Support

- > Are you an organization with insufficient internal professional practice supports?

As seasoned professional practice experts, WeRPN can assist you in developing policies, procedures and guidelines; reviewing and updating role descriptions; and developing orientation and/or educational programs. We can provide guidance on how to effectively use the CNO standards and regulatory requirements during hiring or disciplinary proceedings.





We are Collaborators.

Equipped with expertise in new and leading practices, we work in partnership with organizations to identify and implement innovative solutions to nursing challenges.

We have a demonstrated track record in supporting nurses and organizations to enhance care delivery. Our approach is unique – we work collaboratively with nurses and nurse leaders across all categories of nursing and in collaboration with other members of the healthcare team. We are nationally and internationally recognized for our in-depth knowledge of role clarity, professional practice and sector specific needs and embrace the opportunity to bring our knowledge of nursing roles and models of care and professional practice excellence to employers.

Because of the complexity of today's health care environment, many organizations find it valuable to engage external experts who partner with you to effect real change. We offer various levels of support – from education to coaching to full implementation support. In particular, team coaching can provide necessary supports during a change process, enabling teams to develop a project plan, an engagement and roll out strategy and plan to ensure sustainability.

For more information about our services, please contact us for a no-obligation conversation at consulting@werpn.com.

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