

## OpusVi Certificate End-Course Survey

# OpusVi End-of-Course Survey Results for Nurse Leadership - June 2024-A (Appalachian Highlands Center)

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Created **Tuesday, August 27, 2024**

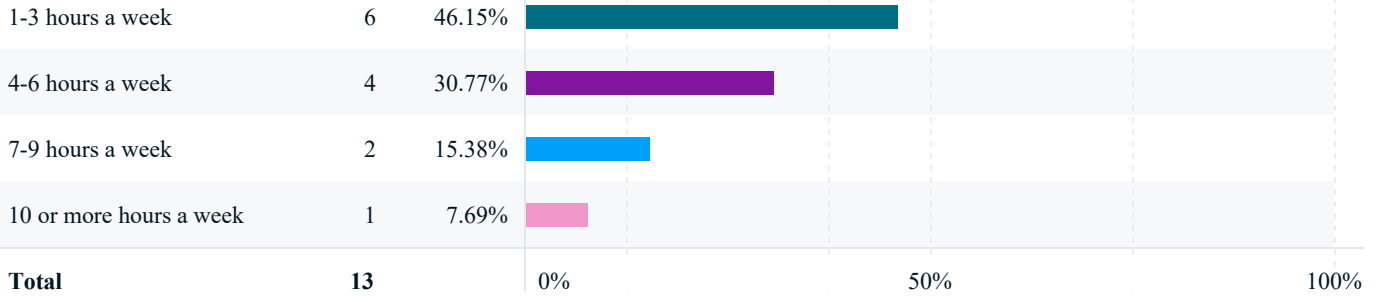


**Course Audience:** 15  
**Responses Received:** 13  
**Response Ratio:** 86.67%

## Overall Course Experience

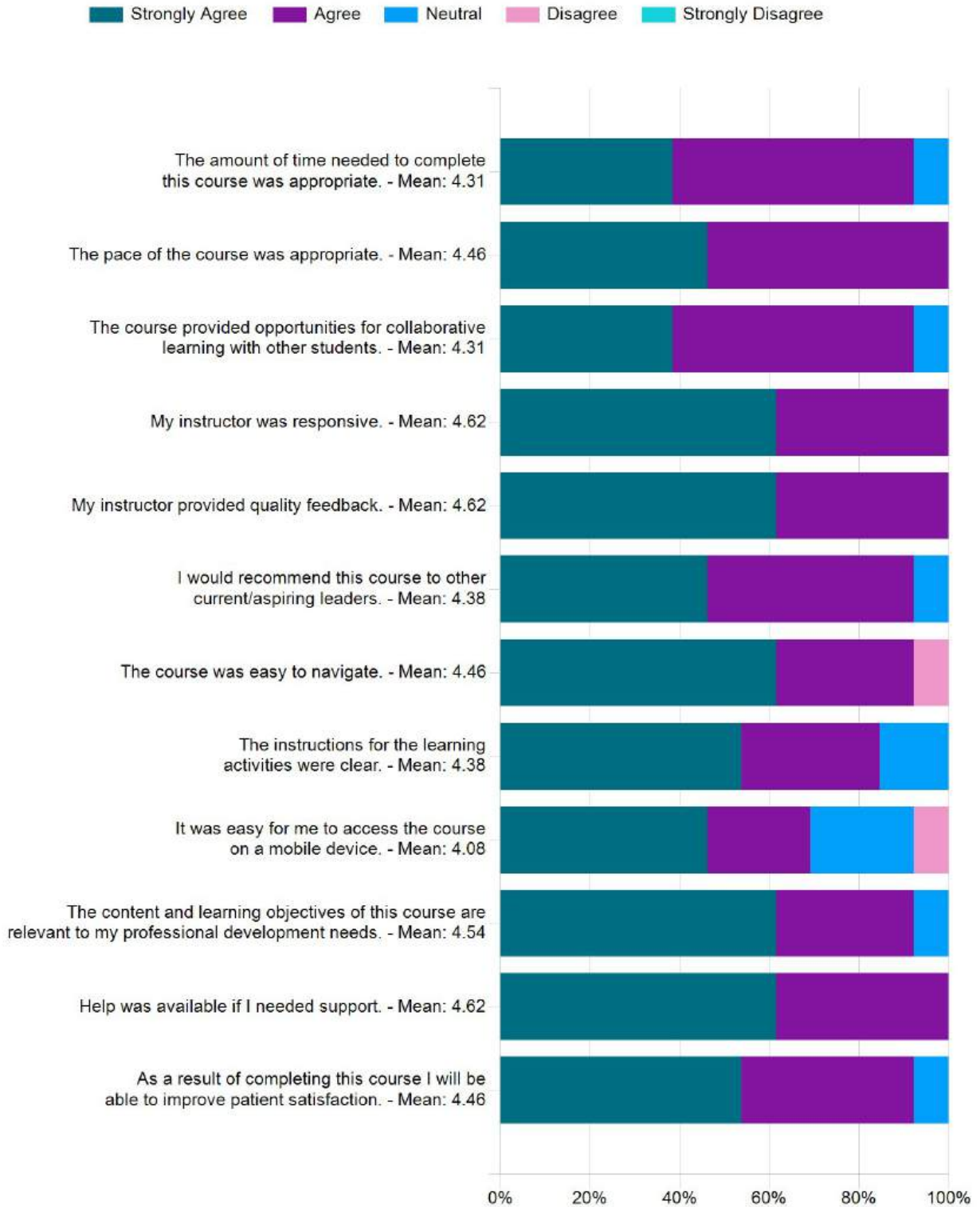
What was the (average) amount of time you spent each week on the course?

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Options	Count	Percentage
1-3 hours a week	6	46.15%
4-6 hours a week	4	30.77%
7-9 hours a week	2	15.38%
10 or more hours a week	1	7.69%

**Please say how much you agree or disagree with the following statements.  
Course Experience Chart**



**Please say how much you agree or disagree with the following statements.  
Course Experience Table**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
The amount of time needed to complete this course was appropriate.	38.46%	53.85%	7.69%	0.00%	0.00%
The pace of the course was appropriate.	46.15%	53.85%	0.00%	0.00%	0.00%
The course provided opportunities for collaborative learning with other students.	38.46%	53.85%	7.69%	0.00%	0.00%
My instructor was responsive.	61.54%	38.46%	0.00%	0.00%	0.00%
My instructor provided quality feedback.	61.54%	38.46%	0.00%	0.00%	0.00%
I would recommend this course to other current/aspiring leaders.	46.15%	46.15%	7.69%	0.00%	0.00%
The course was easy to navigate.	61.54%	30.77%	0.00%	7.69%	0.00%
The instructions for the learning activities were clear.	53.85%	30.77%	15.38%	0.00%	0.00%
It was easy for me to access the course on a mobile device.	46.15%	23.08%	23.08%	7.69%	0.00%
The content and learning objectives of this course are relevant to my professional development needs.	61.54%	30.77%	7.69%	0.00%	0.00%
Help was available if I needed support.	61.54%	38.46%	0.00%	0.00%	0.00%
As a result of completing this course I will be able to improve patient satisfaction.	53.85%	38.46%	7.69%	0.00%	0.00%

**The content is objective, current, scientifically sound and free of commercial bias.**

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Yes	13	100.00%			
No	0	0.00%			
<b>Total</b>	<b>13</b>		0%	50%	100%

<b>Options</b>	<b>Count</b>	<b>Percentage</b>
Yes	13	100.00%
No	0	0.00%

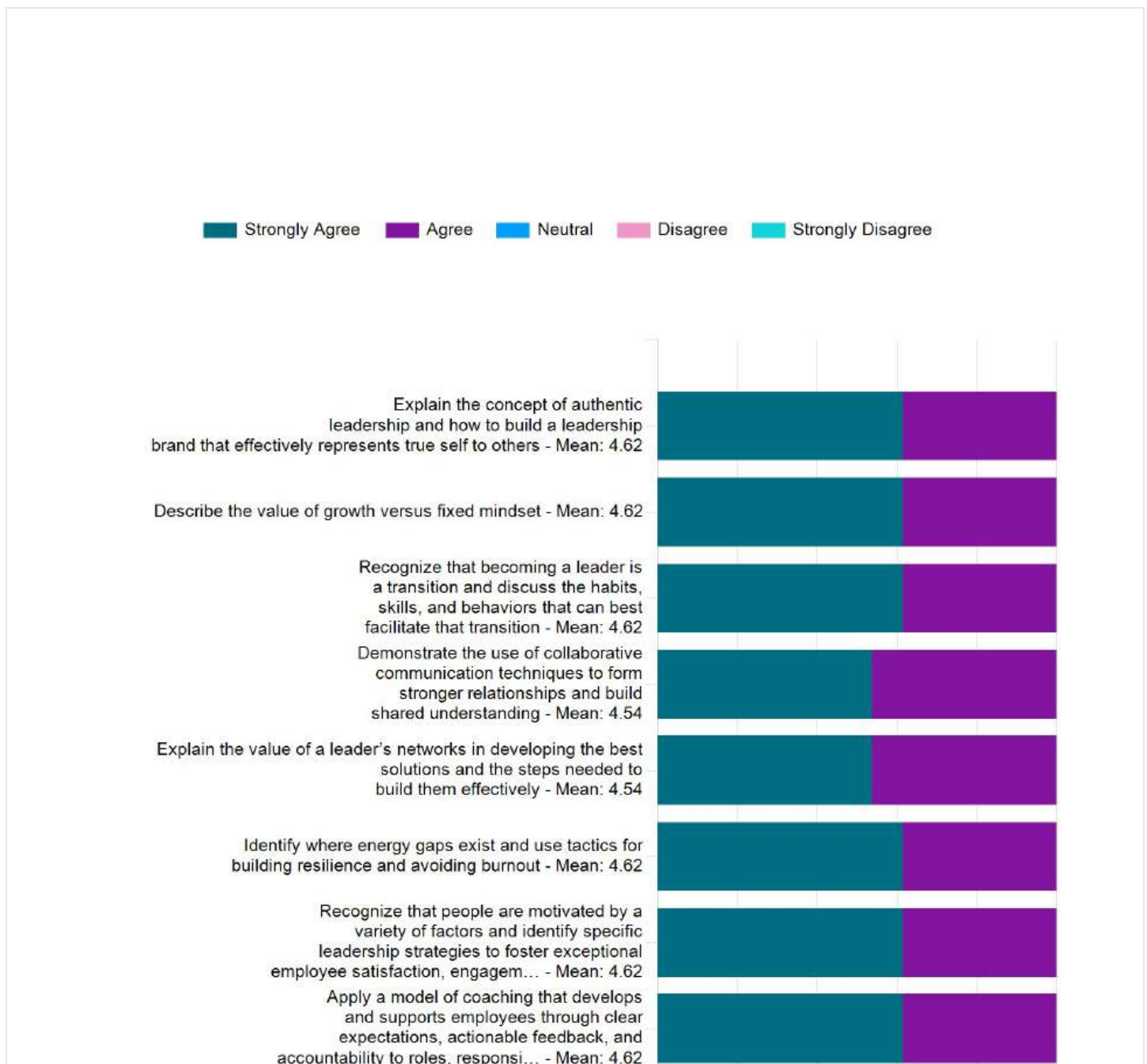
## Course Learning Outcomes

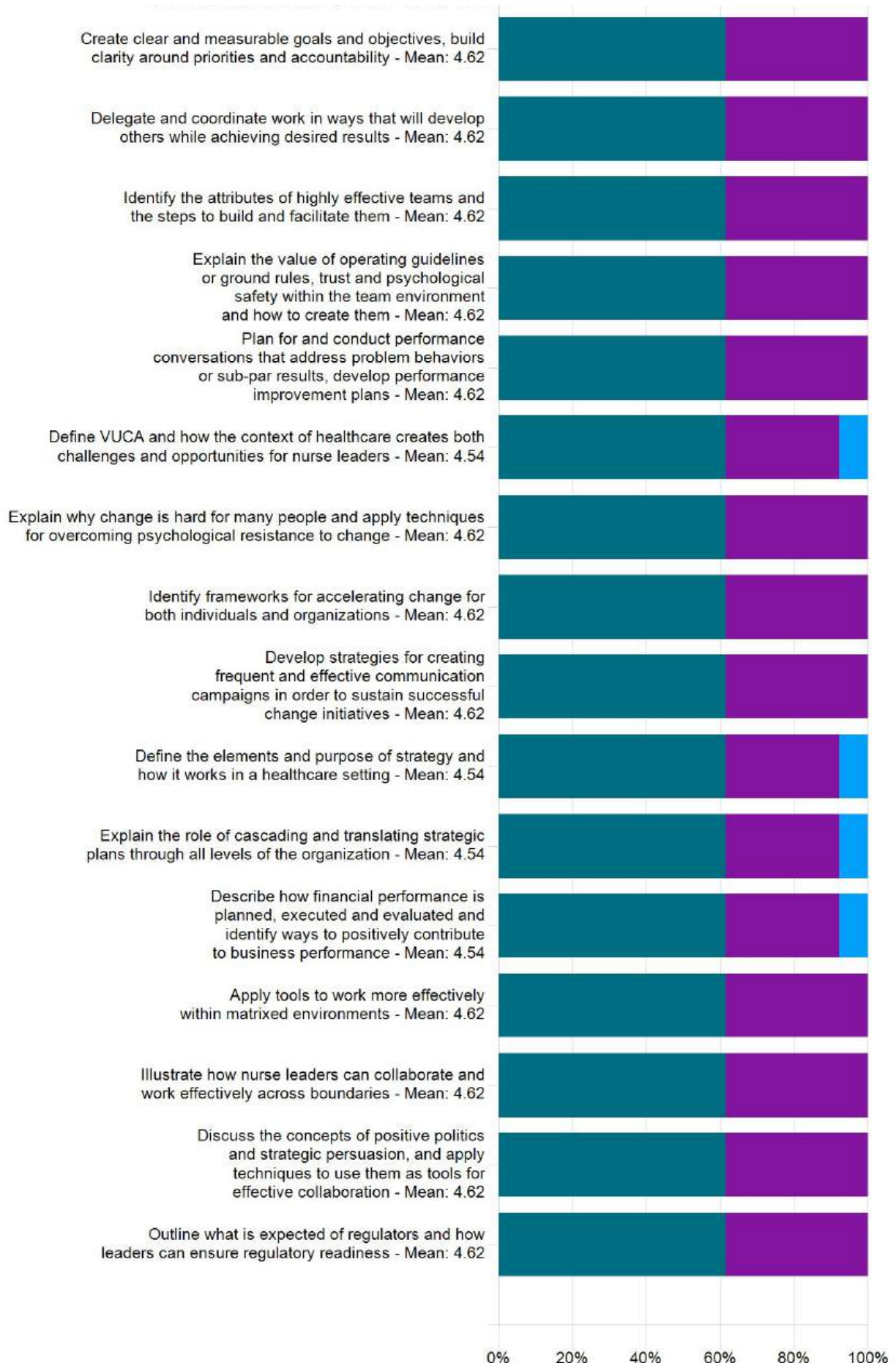
Of the following, what knowledge/skills gained from this course have you begun to put into practice at your job: (NL)



Options	Count	Percentage
Understanding and translating strategic plans into action for my team	5	38.46%
Using knowledge of healthcare finance to develop key performance metrics	4	30.77%
Managing the department budget	4	30.77%
Collaborating across boundaries	6	46.15%
Respondent(s)	13	

## As a result of my participation in this program, I am better able to: (NL) Chart





## As a result of my participation in this program, I am better able to: (NL) Table

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Explain the concept of authentic leadership and how to build a leadership brand that effectively represents true self to others	61.54%	38.46%	0.00%	0.00%	0.00%
Describe the value of growth versus fixed mindset	61.54%	38.46%	0.00%	0.00%	0.00%
Recognize that becoming a leader is a transition and discuss the habits, skills, and behaviors that can best facilitate that transition	61.54%	38.46%	0.00%	0.00%	0.00%
Demonstrate the use of collaborative communication techniques to form stronger relationships and build shared understanding	53.85%	46.15%	0.00%	0.00%	0.00%
Explain the value of a leader's networks in developing the best solutions and the steps needed to build them effectively	53.85%	46.15%	0.00%	0.00%	0.00%
Identify where energy gaps exist and use tactics for building resilience and avoiding burnout	61.54%	38.46%	0.00%	0.00%	0.00%
Recognize that people are motivated by a variety of factors and identify specific leadership strategies to foster exceptional employee satisfaction, engagement, and teamwork	61.54%	38.46%	0.00%	0.00%	0.00%
Apply a model of coaching that develops and supports employees through clear expectations, actionable feedback, and accountability to roles, responsibilities, and team goals	61.54%	38.46%	0.00%	0.00%	0.00%
Create clear and measurable goals and objectives, build clarity around priorities and accountability	61.54%	38.46%	0.00%	0.00%	0.00%
Delegate and coordinate work in ways that will develop others while achieving desired results	61.54%	38.46%	0.00%	0.00%	0.00%
Identify the attributes of highly effective teams and the steps to build and facilitate them	61.54%	38.46%	0.00%	0.00%	0.00%
Explain the value of operating guidelines or ground rules, trust and psychological safety within the team environment and how to create them	61.54%	38.46%	0.00%	0.00%	0.00%
Plan for and conduct performance conversations that address problem behaviors or sub-par results, develop performance improvement plans	61.54%	38.46%	0.00%	0.00%	0.00%
Define VUCA and how the context of healthcare creates both challenges and opportunities for nurse leaders	61.54%	30.77%	7.69%	0.00%	0.00%



	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
Explain why change is hard for many people and apply techniques for overcoming psychological resistance to change	61.54%	38.46%	0.00%	0.00%	0.00%
Identify frameworks for accelerating change for both individuals and organizations	61.54%	38.46%	0.00%	0.00%	0.00%
Develop strategies for creating frequent and effective communication campaigns in order to sustain successful change initiatives	61.54%	38.46%	0.00%	0.00%	0.00%
Define the elements and purpose of strategy and how it works in a healthcare setting	61.54%	30.77%	7.69%	0.00%	0.00%
Explain the role of cascading and translating strategic plans through all levels of the organization	61.54%	30.77%	7.69%	0.00%	0.00%
Describe how financial performance is planned, executed and evaluated and identify ways to positively contribute to business performance	61.54%	30.77%	7.69%	0.00%	0.00%
Apply tools to work more effectively within matrixed environments	61.54%	38.46%	0.00%	0.00%	0.00%
Illustrate how nurse leaders can collaborate and work effectively across boundaries	61.54%	38.46%	0.00%	0.00%	0.00%
Discuss the concepts of positive politics and strategic persuasion, and apply techniques to use them as tools for effective collaboration	61.54%	38.46%	0.00%	0.00%	0.00%
Outline what is expected of regulators and how leaders can ensure regulatory readiness	61.54%	38.46%	0.00%	0.00%	0.00%

## Course Comments

### The 1-2 key takeaways I learned from this program:

Comments
Sherrie Davis Sherrie Davis: ....
Stephanie Williams Stephanie Williams: Implementing change and different learning styles
Kelsey Coggins Kelsey Coggins: Change can take 3–5 years and so as a leader you must remain focused for that long, but also expect that and not get upset. Strategies to guide change.
Tyler Patterson Tyler Patterson: I learned how to be a better leader, and how to engage my staff.
Millie Hearon Millie Hearon: For staff to have "buy in" they must feel like they are apart of creating change. Also, any change you must explain the reasoning of why it needs to be changed.
Marietta Clark Marietta Clark: create clear and measurable goals and objectives for self and staff delegate work to help coach and develop others on my team
Corban Booher Corban Booher: Identifying my leadership style, communicating effectively to implement change
Marites Pakib Marites Pakib: I learned the importance of proactive regulatory readiness and the value of leveraging previous fallouts to guide our strategy. I gained insight into the significance of staff education and engagement in implementing an improvement process compliance.
Courtney Davis Courtney Davis: n/a
Angelique Washington Angelique Washington: it was a great learning experience
Misty Brewer Misty Brewer: Everything takes time. We all build teams and accomplish goals at different paces. As long as you continue to evaluate your goals and your progress, you will get there. Improvement and change take time.
Ashley Collins Ashley Collins: I learned many different tools that have helped with my transition into management and also to help build our team.
Holly Ward Holly Ward: Employees no longer just work for a paycheck. Budget planning importance and each department's role.

## What I like most about this program (please be specific):

Comments
Sherrie Davis Sherrie Davis: ....
Stephanie Williams Stephanie Williams: The discussion platform
Kelsey Coggins Kelsey Coggins: The focus on change in the department and how to manage.
Tyler Patterson Tyler Patterson: It is all online and can be done on any mobile device. It was very convenient.
Millie Hearon Millie Hearon: I really enjoyed the videos. I am a visual learner. I liked the summaries of the lesson and the 5 key points.
Marietta Clark Marietta Clark: it was informative and allowed work life balance and very user friendly
Corban Booher Corban Booher: The platform is very user-friendly, the instructor was helpful
Marites Pakib Marites Pakib: The program's focus on practical, real-world applications and case studies made the learning experience engaging and relevant.
Courtney Davis Courtney Davis: n/a
Angelique Washington Angelique Washington: quick responses
Misty Brewer Misty Brewer: There were many weeks that I was not able to get online to do classwork until the end of the week It was always nice that I was able to catch right up and kind of set my own pace during each week.
Ashley Collins Ashley Collins: I liked the discussion boards. It helped to see how everyone else does things and helps with different ideas from other facilities that I can possibly use at my own.
Holly Ward Holly Ward: Connecting with other leaders that face the same issues as I do. It is very beneficial to know we all struggle in the same areas and to receive unbiased opinions and advice from other leaders outside of our organization.

## An aspect of the program that can be improved (please explain):

Comments
Sherrie Davis Sherrie Davis: ....
Stephanie Williams Stephanie Williams: More discussion posts
Kelsey Coggins Kelsey Coggins: Unsure
Tyler Patterson Tyler Patterson: I think that at the beginning of each module if a professor could do a voiceover on what is expected and the tasks that would help.
Millie Hearon Millie Hearon: I don't think anything about the program that needs improvement.
Marietta Clark Marietta Clark: none
Corban Booher Corban Booher: None I can think of
Marites Pakib Marites Pakib: More interactive elements, such as scenario-based exercises, would enhance the program's effectiveness.
Courtney Davis Courtney Davis: n/a
Angelique Washington Angelique Washington: it was great
Misty Brewer Misty Brewer: The videos were a bit daunting at times. Monotoned speakers often times made me want to skip ahead.
Ashley Collins Ashley Collins: Don't really see anything that needs to be improved.
Holly Ward Holly Ward: Not a thing! Very informative and thought provoking.

## Additional topics not covered in this program that I think would be beneficial to my development:

Comments
Sherrie Davis Sherrie Davis: ....
Stephanie Williams Stephanie Williams: N/a
Kelsey Coggins Kelsey Coggins: Unsure
Tyler Patterson Tyler Patterson: All topics were appropriate
Millie Hearon Millie Hearon: More information on how to handle difficult patient complaints.
Marietta Clark Marietta Clark: none
Corban Booher Corban Booher: None I can think of
Marites Pakib Marites Pakib: I would have liked to explore more advanced topics in regulatory readiness, such as emerging trends and technologies in compliance. Covering topics like leadership buy-in and change management would be beneficial for my development.
Courtney Davis Courtney Davis: n/a
Angelique Washington Angelique Washington: it was great
Misty Brewer Misty Brewer: Dealing with a direct supervisor that was not supportive. I guess, how to deal with an unsupportive boss.
Ashley Collins Ashley Collins: N/A
Holly Ward Holly Ward: Recommendations for valuable nurse leadership podcasts, groups, or other resources to use after completing this program.