

1. Record Nr.	UNINA9910458271803321
Autore	Hess Vicki L. <1959->
Titolo	The nurse manager's guide to hiring, firing & inspiring [[electronic resource] /] / Vicki L. Hess
Pubbl/distr/stampa	Indianapolis, : Sigma Theta Tau International, c2010
ISBN	1-935476-21-1 1-283-90345-8 1-938835-20-4 1-283-05714-X 9786613057143 1-4416-4898-4
Descrizione fisica	1 online resource (219 p.)
Disciplina	362.17/3068
Soggetti	Nurse administrators Personnel management Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	""Cover""; ""Advance Praise""; ""Inside Cover""; ""Copyright Page""; ""Dedication""; ""Acknowledgements""; ""About the Author""; ""Table of Contents""; ""Introduction""; ""Part I-Hiring Smart""; ""Chapter 1-Start with Strengths in Mind""; ""Chapter 2-Make a List of Behavior-Based Questions""; ""Chapter 3-Ask Questions and Listen Carefully""; ""Chapter 4-Review Responses and Evaluate Candidates""; ""Chapter 5-Take Your Time Making the Hiring Decision""; ""Chapter 6-Thoughtfully Bring the New Hire Onboard""; ""Part II-The Inspiring Manager""; ""Chapter 7-The Partnership Protocol""; ""Chapter 8-Align Vision and Values""; ""Chapter 9-Foster Open Communication""; ""Chapter 10-Create and Build Relationships""; ""Chapter 11-Support Team Members""; ""Chapter 12-Encourage Growth and Development""; ""Chapter 13-Take Care of Yourself""; ""Part III-Resignations and Firings""; ""Chapter 14-Voluntary Resignations""; ""Chapter 15-Involuntary Terminations""; ""Epilogue""; ""Appendix""; ""References""; ""Index""

## Sommario/riassunto

Book is divided into three main sections: hiring, inspiring, and firing. The hiring section uses the "SMARTT" approach to hiring-S = Start With Strengths in Mind, M = Make a List of Behavior-Based Questions, A = Ask Questions and Listen Closely, R = Review Responses and Evaluate Candidate, T = Take Your Time Making the Hiring Decision, and T = Thoughtfully Bring the New Hire On Board. The inspiring section includes the practical Partnership Protocol. The Firing section includes all forms of severing the employer-employee relationship). Content includes ideas from practicing nurse managers and exercises to reinforce key concepts. A survey of nurse managers was used to define key areas of the content. Content is "real world" and writing style makes reading enjoyable.

---