



What is **SHARED GOVERNANCE**?

An empowering organizational model that creates a structure for shared decision-making in the clinical care of patients. When granting Magnet® Recognition and Pathway to Excellence® Program designations, the American Nurses Credentialing Center considers how well the principles of shared governance are implemented throughout an organization.

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Principles of **SHARED Governance**



PARTNERSHIP

Emphasis on teamwork among nurses, healthcare providers and their patients.



OWNERSHIP

Each team member owns his or her contributions to healthcare decision-making.



EQUITY

Equal focus on services, patients and staff because each is essential in providing safe and effective care.



ACCOUNTABILITY

Considered the core of shared governance, it is the willingness to take responsibility for decision-making.

EFFECTIVE Shared Governance leads to:

- » Improved patient care and safety.
- » Decreased hospital lengths of stay.
- » Improved patient satisfaction.
- » Empowered nurses.
- » Improved nurse satisfaction.
- » Engagement and synergy among members of a healthcare team.
- » Increased nurse retention.

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