

Yes, We Can Do It: 12 years of targeted work with building up, developing and consolidating a nursing empowerment culture in a Danish University Hospital Department

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Introduction

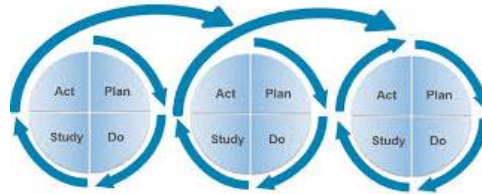
Empowering nurses to develop their own practice is of global interest. In 2012 our Department initiated a targeted action learning, research- and development process with the aim of empowering the nurses to develop our practice/culture using an action-learning and person-centred framework.

Our collaborative and participatory approach is illustrated in our logo:



Method

In daily clinical practice and in our projects, we use the "PDSA Cycle" as learning-/implementation model.



Results

Since 2012 we have conducted more than 50 larger projects and development-processes in our clinical practice, published more than 75 papers and book-chapters and more than 100 presentations at conferences nationally and internationally.

Impact and Outcomes

The figure illustrates/symbolises both the development in numbers and complexities of the projects and in the nursing staffs' competences since 2012.



Conclusion

Our action learning, participatory and person-centred approaches have developed our practice, and empowered and motivated nurses to develop their own practice.

"Yes – We Did It, And Can Do It"

Recommendations

Working humanistically and person-centred aligns with nursing professional values and is a global matter in Health Care. For this to succeed it is necessary with supportive contexts, both at an organisational, local and personal level – especially support at leadership-/management level.