



### 3.9 Sample Action Plan for Goals

<b>Long Term Goal:</b> Be a nurse leader in my organization.			
<b>Short Term Goal:</b> Actively participate in my unit's shared governance council.			
Action Steps	Resources	Timelines	Indicators of Success
Determine when my unit practice council meets and check to see if I can attend.	<ul style="list-style-type: none"> <li>• Manager</li> <li>• Bulletin board on unit</li> <li>• Co-workers</li> </ul>	next 2 months	Attend a meeting as an observer.
Learn how practice decisions are made.	<ul style="list-style-type: none"> <li>• Manager</li> <li>• Mentor</li> <li>• Tim Porter-O'Grady Website</li> </ul>	next 2 months	Able to describe how shared governance works at my hospital.
Bring a practice issue to my unit's practice council.	Review of the literature on this topic.	next 4 months	Unit Practice Council discusses this issue and this change in practice is brought to the hospital's Nurse Practice Council.
Research and apply for career advancement on career ladder.	<ul style="list-style-type: none"> <li>• Attend class</li> <li>• Other RN IIs on the unit</li> </ul>	by the end of the year	Successful promotion to RN II with pay increase.
Be our unit's representative at the hospital's Nurse Practice Council.	<ul style="list-style-type: none"> <li>• Unit Practice Council</li> <li>• Manager</li> </ul>	next 12 months	Bring hospital nursing issues back to our unit.

**This Action Plan can be a work-in-progress with the Mentor and Mentee. Refer to this sheet often and at the appropriate milestone meetings.**

(New 7-10)