

Vizient Transition to Nurse Leader Program



Session 3 learner guide

Session 3: Continuous readiness and staffing and scheduling

Estimated time commitment: 3 hours

Learning objectives

Continuous readiness	Staffing and scheduling
<ul style="list-style-type: none">• Describe the role of key regulatory and accrediting bodies.• Explain common accreditation requirements and standards that affect nursing practice and unit operations.• Discuss how organizations prepare for inspections and surveys and why readiness matters.	<ul style="list-style-type: none">• Differentiate between staffing and scheduling functions and explain how acuity, census and productivity metrics inform real time staffing decisions.• Evaluate flexible scheduling strategies that support patient care, staff wellbeing and regulatory compliance across diverse clinical situations.• Identify early indicators of staffing stress and demonstrate appropriate escalation, documentation and staff engagement techniques to maintain safe and sustainable unit operations.

Instructions

Before the Vizient National Connection Call session 4, complete the following:

- Review the Vizient modules:
 - [Continuous readiness](#)
 - [Staffing and scheduling](#)

Transition to Nurse Leader Program Community discussion

After completing the module, navigate to the [Vizient Transition to Nurse Leader Program Community](#) page and answer the prompt questions below before the Vizient National Connection Call session 3:

1. Scheduling can be one of the hardest parts of leadership. How do you make scheduling decisions that feel fair and still meet patient care needs? How do you talk with staff when changes or difficult choices need to be made?
2. Surveys can feel stressful, but readiness is really about safe, consistent care every day. What are some simple things you do or could do to help your team feel confident and prepared all the time, not just when surveyors visit? How does your tone or attitude as a leader affect how staff respond?

Recommended content (optional but encouraged for deeper learning)

- **Read:** [State of Constant Readiness: Lessons Learned from the Military](#)
- **Listen:** [Transforming Nurse Staffing and Care Delivery, AACN Leadership Podcast](#)
- **Watch:** [Distinguished Nurse Leadership Series: Nursing's Staffing Crisis- Real World Success Stories](#)