Empower junior nurses working at acute psychiatric setting through Crew Resource Management (CRM) Training

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Empower nurses
Build up their knowledge
put theory into practice
become committed and competent
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improve patient care

Introduction
To empower nurses in patient care to build their knowledge, understanding, communication and confidence, to put theory into practice, and become competent, committed and authentic leaders to improve patient care.

Objectives
Develop a mixture of training and including CRM elements

Methodology
Link CRM in a mixture of training;
Blended approach of Liberal, Behavioral, Progressive, Humanistic or even Radical approaches to promote self-directed learning and reflection using problem-based learning and andragogy.

Result
Student feedback as follows, Josephine proactively participates in the daily routines at times such as restrain, bathing or meeting relatives or therapeutic group meeting. She demonstrates the skill of empathy in practice. Josephine has adopted facilitative and collaborative approach. Sometimes, she guides us and provide support while she performs participative management. Ms. Yu is full of passion and compassion to our patients. She acts as a role model in caring of our patients. She understands her learners’ level of competence and capacities. So, she can provide the input and motivation according to their level of experience and needs. Over 50 nurses are trained and ward incidents are highly minimzed. Staff feedbacks are positive and a patient-centered culture is well developed.