

NURSING TRAINING ON STROKE MANAGEMENT

Name

Institution Affiliation

- The world is changing at a fast pace with new forms of technologies replacing the traditional ways of works. Typically, it has become a world full of uncertainties, a factor that has pushed many organizations to become more conscious in developing new knowledge and tricks of coping with these changes.
- In most organizations and business entities, learning has emerged as a significant response to these uncertainties happening in the world. Together with this change, individuals across the globe are being forced to be responsible for their own continuous learning to have a different combination of skills that are required in the specific professionals.

- The various skills that employees hold are vital to the success of any business. Both the company and workers have an equal responsibility as well as interest in increasing their skills levels. For business purposes, it assists in realization of organizations' goals to improve performance and productivity.
- For individual uses, employee training and education help in increasing and maintaining their professional competence, employability, and potentials of higher learning thus securing future occupations.

- According to a recent study conducted among small-scale organizations in the country, it is evident that most administrators have realized that the qualifications of management will become even vital because of a need for more broadly knowledge based in that line of business.
- It should, therefore, be noted that continuous education and vocational training are essential so that the workforce gains the necessary knowledge that is required in meeting the changes in the market needs. The focus is on the nursing department, a branch of the vast health sector. This profession plays a significant role in the society we live in as it helps in the management, protection, and promotion of our healths.

- To begin with, the world of nursing has fast-growing uncertainties, phenomena that push for both the employer and employees to take up the responsibility of improving their skills levels. According to Siddiqi (2008), one of the fundamental features of working in the modern world is that the necessary level of education, in the beginning, will at one point seem inadequate.
- It is attributable to the vast changes that are taking place, not only to the health sector but the entire world. The necessity of obtaining training to acquire new attitudes, skills, and knowledge has become a daily aspect of each nurses' life.

- In some cases, this will even call for the complete shift from one occupation to another, but in others, it may merely be a process of updating. In some countries such as Germany and France, there is an excellent collaboration between learning institutions and employers.
- These partnerships have made easier for employees to attend training sessions, and thus help them in beating the competitive business world.

- Similarly, it enables them to have the necessary knowledge to handle new technologies, machines, products, and service. This helps in improving the customer relationship as they will be confident in the specific worker attending to them.
- In some organizations, there exist programmes that give all the workers education stipends that provide them with an opportunity to upscale their knowledge and skills

- On the job training is highly practical and has yielded good results, not only in the medical field but also in other sectors of the economy.
- Another training technique that nurses may undergo is the off-the-job training. This form of exercise occurs in venues away from the place of work. In some cases, this happens prior placement of the individual nurse in the working environment. Off-the-job-trainings may also incorporate different courses and extended instructional teachings. This technique has been functional and practical for nurses around the world.
- It is argued out that separating the workers from the burden and pressures at work can help in shifting all their attention to learning. Likewise, the nurses will have an opportunity to introduce the employees to different environments, technologies, and therefore have improved levels of knowledge. It is, however, difficult to provide relevant practice with work-related activities in a classroom setting for a nurse.

➤ 1. Performance appraisal

Each nurse's work is measured and evaluated against the standards of performance or objectives established for their work.

➤ 2. Analysis of work requirement.

The knowledge and skills that are stated in the proper job description are analyzed, and the nurses without the necessary expertise and insight definitely should become candidates for a training program.

➤ 3. Institution's analysis

The medical institution's goals and vision should be examined to establish any gaps that may be present that could hinder the realizations of the goals. For example, nurses in a specific department that may portray challenges can be taken through training sessions to improve their productivity and service delivery.

➤ 4. A survey of human resources

All nurses in the various departments should be required to describe the challenges they face in their lines of duty, and thus can be trained as appropriate.

➤ In nursing, having regular training and education forums puts them on par with new medical equipment as well as products and service. Eventually, this will help in having a much healthier society.

SCOPE OF THE PROBLEM

- In this case study, we will explore the disease known as stroke and how nurses can be educated in the management of stroke patients.
- Stroke is a critical health condition and it manifests itself in a chronic manner.

Among the symptoms of stroke are;

- Sudden Numbness, weakness and tingling.
- Sudden changes in vision.
- Trouble in speaking.
- Sudden confusion and difficulties in understanding.

- The most important factor in management of stroke patients is first evaluating the type of stroke.
- Diagnosis is done through physical examinations, blood tests, computerized tomography scans, magnetic resonance imaging, carotid ultrasounds, and echocardiograms.

ACTION PLAN

- Several reviews have been done on the most appropriate measures that can be put in place to assist in stroke intervention.
- First, performing physical activities together with the caregiver helps the individual to recover.
- Secondly, the caregiver or nurses can engage the patients in CMEs as well as proper medication.

- This physical activity plan can take place in a period of three or four months, with a planned schedule.
- In most instances, recovering stroke patients are taken through a physical exercise plan that will enable them recover strength and health.
- Similarly, there is a recommended type of diet that stroke patients are given, that aims at promoting their health.

➤ In some medical institutions, there is the employment of external training officers that assist in training the nurses. These foreign trainers apply the following training techniques on the respective nursing students;

1. Initial training for new nurses.

It helps in ensuring that all the work is done entirely and securely.

2. Updating training.

All the nurses are required to get new skills and knowledge in place of those that seem redundant. It has become a culture that all employees must regularly update their know-how on medical procedures, products, and services

3. Multi-skilling training

It helps in training the nurses to perform several varying tasks rather than just a single one.

4. Through regulatory, educational schemes.

Such schemes and programmes are aimed at boosting employment, especially among young individuals in this field. Similarly, it will offer monetary assistance to those that cannot easily afford training sessions, by providing them with subsidized rates.

Importance of employee education in managing stroke patients

➤ As earlier mentioned, training of the employees puts them in a better position to offer better services and products to their clients.

The following are some of the benefits associated with employee training, particularly those in the nursing field;

a. The nurses will have sufficient knowledge of new technologies that are continually being developed. For instance, there has been quite some diagnostic and treatment machines and equipment for various diseases. Knowing to operate this equipment will require Extra training.

b. The nurses will also get to understand new forms of medicine for the different conditions.

c. Educating the employees will also help in promoting financial security, not only to the workers but the medical institution as a whole.

d. It boosts the confidence of the workers and thus improves customer satisfaction.

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