This is a Brief Online Learning Tutorial (or BOLT) brought to you by the LISTEN project, a HRSA funded project focusing on improving the information literacy competencies of nursing students and professional nurses.

Implementing EBNP in your Organization
Utilizing information effectively to facilitate EBNP in nursing practice is a necessity; however, implementing EBNP can be challenging on multiple levels. The various areas within the clinical setting include the individual, unit and organizational levels. This BOLT will provide an overview of EBNP implementation within the multiple levels of clinical practice.
There are 5 essential steps for the implementation of EBNP. These can be utilized to guide your individual evidence-based nursing practice, as long as it applies to your organizational policy and procedures. Understanding and utilizing these foundational steps will also help implement EBNP on the unit and the organizational level.

At all levels it will be necessary to have the permission and the support of nursing management, buy in from other nursing colleagues, as well as input from nursing clinical specialists and any other interdisciplinary professionals affected by the practice change.
Many times nursing practice changes begin on the unit level with a smaller “pilot” group. This approach will provide great insight into implementing a practice change on a more manageable smaller scale. This smaller scale or unit level implementation allows for evaluation and measurement of the practice outcomes prior to possible organizational implementation. The evidence-based nursing practice will require the support of nursing leadership, nursing colleagues, and interdisciplinary team members.

Once you know the question or the proposed practice change, it is critical to appraise and analyze the research prior to the integration or implementation of the practice change. The evidence-based nursing practice will require the support of nursing leadership, nursing colleagues, and interdisciplinary team members. Once the practice change is implemented, regardless of the type of practice change, the process will require very detailed planning and implementation strategies. After implementing the practice change the outcomes must be evaluated to determine the affect of the practice change.
Using the same principles as mentioned on the unit level; if the pilot is evaluated and is determined to be a valuable intervention, then EBNP implementation on the organizational level may be considered. EBNP on the organizational level is a very dynamic process involving multiple issues, variables, and all affected stakeholders. Stakeholders may be any entity affected due to the practice change, such as; the patient, families, nurses, doctors, administration, any other clinical or organization staff affected by the practice change.
On all levels, barriers to implementing EBNP often exist. Newhouse, et al. in 2007 includes several examples of barriers such as; limited time, lack of administrative support, nurses lacking skills to appraise research, nurses lacking interest in participating in EBNP, decreased communication between leadership and staff, lack of incentives, and finally lack of organizational infrastructure to support EBNP.
Facilitators to implementation

Newhouse et al. also discusses specific facilitators to implementation. These include; leadership promotion and support of an EBNP environment and culture, regular staff meetings with discussion of evidence-based policies and procedures, availability of online evidence-based resources, and EBNP champions on all levels. In addition, it is essential to have access to librarians, evidence-based nursing library resources, and access to journals both online and in print.
EBNP implementation can involve many strategies. The following are examples of EBNP implementation strategies:

- A mission and vision statement supporting organizational evidence-based care should exist within an organization.
- Leadership should have an active role in creating an environment supportive of evidence-based nursing care.
- Nursing job descriptions should include roles and responsibilities related to evidence-based practice.
- Competencies to maintain and improve evidence-based nursing practice skills should exist.
- Finally, depending on your organization’s environment and needs, there are multiple models of evidence-based practice available to utilize as guides during the careful and detailed planning required for implementation.
The implementation of EBNP requires dedicated assessment, planning, and implementation strategies specific to the target clinical setting in order to successfully implement evidence-based nursing care.
Continue to visit the LISTEN website, at listenuphealth.org, for more helpful tips on using technology and seeking, evaluating, and applying information in nursing to support evidence-based nursing practice.
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