

The power of nurse-led innovation



Discussion guide and reflection activity for “Caring With Courage” film series



Johnson & Johnson



Introduction

For healthcare to work, it takes nurses. Nurses are essential to connecting communities to care, and with innovative mindsets, invaluable insights, and hands-on experience, they are uniquely positioned to transform healthcare delivery while shaping a more sustainable future for the profession.

The innovation toolkit includes three steps, which can be done at one time or broken up into separate sessions:

1. **Watch the “Caring With Courage” film series** (approx. 5 minutes per film) – produced for Johnson & Johnson by BBC Storyworks Commercial Productions, the stories highlight nurse innovators reimagining care delivery. Watch the three films [here](#) as a group or have your team watch them in advance.
2. **Foster a conversation with your team using the discussion guide** (45 minutes) – depending on the size of your team, consider breaking into small teams for conversation or have someone facilitate a group discussion.
3. **Complete the reflection activities** (1 hour) – break into small teams (approx. 5-8 people) and work together on the reflection activities. Once done, share the learning with the broader group. Have paper or a white board to keep track of your ideas

By using the toolkit, nursing teams can better understand the power of innovation in their own practice and begin to see how small changes can lead to transformative improvements in patient care and workplace culture.

Discussion questions:

1. Recognizing the power of nurse-led innovation

- What stood out most to you about the featured innovations?
- How did nurses' frontline experience influence the success of these solutions?
- How does this reinforce the idea that nurses are essential to moving healthcare forward?



2. Overcoming barriers to innovation

- What are some challenges you've faced when trying to implement a new idea or process?
- What barriers exist in the workplace that make innovation difficult? How might they be addressed?
- What support (e.g., leadership buy-in, mentorship, funding, or collaboration) would make it easier for nurses to bring innovative ideas to life?

3. Applying innovation to your own practice

- Are there opportunities within your unit or organization where nurse-led innovation could improve patient care, workflow efficiency, or workplace culture?
- How can technology (such as virtual nursing) be used to enhance, rather than replace, patient care?
- If you could reimagine one aspect of patient care, what would it be?



Reflection activity

Bringing nurse-led innovation to life with empathy mapping

Step 1:

Identify an opportunity for innovation

15 minutes

Think about a specific challenge you or your team faces in daily practice. This could be related to:

- Patient transitions (hospital to home, bedside to specialty care, etc.)
- Workplace efficiency (reducing paperwork, streamlining communication, etc.)
- Nurse retention and well-being (preventing burnout, increasing collaboration, etc.)



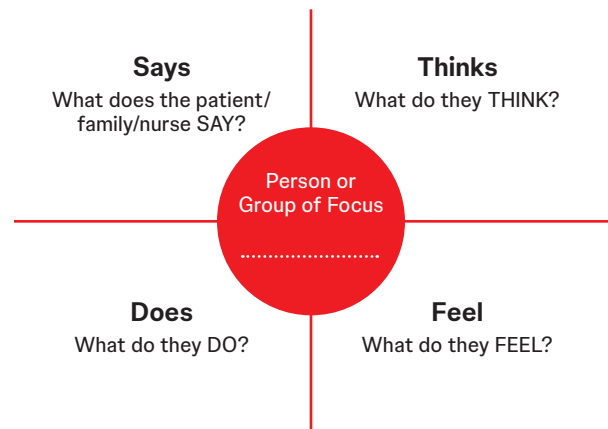
Step 2:

Use the empathy mapping approach*

30 minutes

Think about a specific challenge you or your team faces in daily practice.

1. Choose a problem and decide for whom you are trying to solve the problem (e.g., patients, new nurses, etc.)
2. Create an empathy map (see example) →
3. Did this exercise make you rethink the problem or how you might address it? Brainstorm potential solutions.



Step 3:

Prepare to take action

15 minutes

Now that you've identified a problem and possible solutions:

- What **small test of change**** could you implement in the next 30 days?
- How can you measure what worked/did not work and learn from your test of change?
- Who needs to be involved to support this idea?

A **small test of change is a low-risk, incremental experiment designed to test a new approach before broader implementation. It follows the Plan-Do-Study-Act (PDSA) cycle, allowing for quick learning and adaptation.

Plan – Identify a problem, develop a small-scale change to test, and define how success will be measured.

Do – Implement the change on a small scale, observe the process, and document any challenges.

Study – Analyze the data and feedback to determine whether the change led to improvement.

Act – Adjust the change based on findings, expand if successful, or refine and test again if needed.

*Credit: University of Pennsylvania School of Social Policy and Practice, Center for Social Impact Strategy

** From The Model for Improvement, developed by Associates in Process Improvement

Championing nurse innovation

Nurses have innovative mindsets, invaluable insights, and the hands-on experience to transform how healthcare is delivered.

Here's how you can take the first step:

- ☑ Identify one workplace challenge that could benefit from a new solution.
- ☑ Collaborate with peers to pilot small changes and track their impact.
- ☑ Find a champion that supports your innovation journey.
- ☑ Explore mentorship, leadership programs, or innovation fellowships.
- ☑ Celebrate and share nursing innovations within your team and beyond.

Final thought

Nurses don't just deliver care — they shape the future of healthcare. By harnessing innovation, leadership, and problem-solving skills, nurses have the power to create lasting change for patients, families, and healthcare systems. What's one idea you will take forward today?

Johnson & Johnson has proudly championed the nursing profession for over 125 years, because we believe you are the backbone of health systems worldwide and critical in transforming healthcare. Learn more about nursing innovation and leadership opportunities supported by Johnson & Johnson at nursing.jnj.com.

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