

*Ease into Your  
Hospital Nursing  
Career with the  
Experience, Skills,  
and Self-Confidence  
to Stand on  
Your Own.*



**The Reading Hospital  
and Medical Center**  
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*Nurse  
Residency Program*



**The Reading Hospital  
and Medical Center**

## Beyond Getting Your Feet Wet



For many graduate nurses, the transition from the classroom to first position in a hospital may feel like taking a plunge. You are unsure whether you'll swim or sink. At The Reading Hospital and Medical Center, we've developed the Nurse Residency Program to help you get your feet wet. During this 12-month

residency, you'll become fully immersed in the profession of hospital nursing, under the guiding hands of our nurse educators, experienced clinicians, and resource experts.

At The Reading Hospital and Medical Center, we build relationships with our nurses — relationships destined to last a lifetime. That process begins with our Nurse Residency Program, specifically designed to:

- Coach and mentor novice nurses
- Enhance clinical experience
- Help you master complex concepts
- Promote career advancement
- Develop leadership potential

## About the Program

For one full year, novice nurses meet with their nurse residency group. This group offers personal and professional support to help them feel comfortable and confident making the transition from student nurse to nursing professional. Our innovative residency program supplements other resources:

- A wide range of learning experiences, including lectures, hands-on practical care, skills labs, group activities, and clinical development.
- Discussions on topics such as patient advocacy, service recovery, pastoral care, palliative care, and risk management.
- Peer discussion groups, for sharing experiences and nurturing a sense of belonging.

## The Nurse Residency Program at a Glance

### *Month 1*

- Transition from student to graduate nurse
- Role delineation
- Patient safety/National Patient Safety Goals
- Critical thinking

### *Month 2*

- Organization of data, challenges with documentation
- Shift report
- Dealing with difficult patients

### *Month 3*

- Delegation, challenges
- Resource management
- Evidence-based practice, quality improvement

### *Month 6*

- Patient experience/connecting with patients and families
- I ACT program, service recovery
- Compassion
- Patient education, health literacy
- Cultural diversity

### *Month 9*

- Pain management (case studies)
- Fall prevention
- Risk management
- Other safety topics

### *Month 12*

- Professional development, maintaining competence
- Career Advancement Program
- Personal leadership
- Role models, mentors
- Precepting



## New Graduate Orientation

1<sup>st</sup> Year

Complete Residency Program  
(Staff Development Orientation)

2<sup>nd</sup> Year

Develop Leadership Skills

LEAD Class

Preceptor Class

Become a Unit Facilitator

## A Rewarding Profession

Chances are that you chose a career in nursing because you care about making a difference in people's lives. Our Nurse Residency Program will prepare you for this fast-paced, demanding, yet rewarding profession. Nurses at The Reading Hospital and Medical Center are known for their compassion and intense focus on helping their patients heal and keeping people well.