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High consistent, regular communication.

Narratives

Gain

Shared

Napahiet and Ghoshal (1998) proposed 3 types:

Second survey package

• .75 &

Greater

Lack of valid & reliable instrument

Clear,

Be a team player

Descriptive statistics: SPSS (IBM, 2014)

• .74

Relational (nature/quality of relationships)

Build trust with nurses

Network functional diversity

Shared the unit

•

Social Capital

Group

Allows

Trust

•

Cognitive common ground and shared narratives

Provides

Roberta

Structural (configuration, who knows who)

Leaders

Affective energy

Status

Increases

cognitive social

•

allocation of empowerment structures

Network size

Team

•

Extent

Critical Care

Understand

Potential benefits of social capital in healthcare organizations include:

within organizations.

social capital based on Nahapiet and Ghoshal’s (1998) theory of social capital

•

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•

•

Analysis:

Data Collection:

•

Design:

•

Social Capital Strategies for Leaders:

Concept

Potential Strategies

Social Capital

Network status

•

Fair allocation of empowerment structures

•

Connect nurses to illuminated people

•

Diminish salience of status differences

Relational Social Capital

Trust

•

Build trust with nurses

•

Set example by trusting employees

Norm of Positive Reciprocity

•

Re: a trait: player

•

Promote recognition for helping others

•

Address avoidance behaviors

Affective energy

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Identifying & managing energy levels

•

Balance teams and workloads

•

Reactive breaks

Cognitive Social Capital

Cognitive Common Ground

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Understand the unit

•

Be present and visible

•

Communicate effectively

Shared Language

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Core, consistent, regular communication

•

Simplicity

Shared Narratives

•

Leaders are part of the narrative about work

•

Contribute through actions and interactions

Select References:


