Problem:
Improving the quality of care by instituting evidence based practice (EBP) is the current expectation in healthcare. Leadership is the cornerstone to EBP implementation, yet not all leaders are knowledgeable about the process. Furthermore leaders are at various levels of education.

Evidence:
American Organization of Nurse Executives (2005) states managers at all levels must be competent in knowledge of healthcare environment, which includes an understanding of EBP. Fineout-Overholt (2005) stated that leaders allocate the human and material resources. Evidence shows leadership support is imperative for the implementation of EBP. The specific competencies leaders must possess are not well documented. According to Gifford, Davies, Edwards, Griffin, and Lybanon (2007), nominal evidence exists on what constitutes effective nursing leadership.

Strategy:
Using the Quality and Safety Education for Nurses (QSEN) competency KSA’s (pre-licensure) as learning objectives, monthly educational activity was provided for 6 months to Patient Care Leadership members consisting of directors, managers, and charge nurses.

Practice Change:
Enlightened Leaders encourage EBP to change or enable clinical practice in their unit. EBP is valued with resultant allocation of human and material resources.

Evaluation:
Patient Care Leadership members demonstrated new knowledge by completion of a crossword puzzle containing key concepts on EBP. Over 75% of Patient Care Leadership members completed the puzzle and submitted to the educator.

Results:
Those members educated, became more familiar with EBP processes and identifying best practices. Several units in the hospital have done EBP projects.

Recommendations:
- Focus leadership education on implementation of EBP
- Training in EBP during leadership orientation

Lessons Learned:
Leaders have varied educational backgrounds and not everyone has the knowledge to help advance EBP in the clinical setting. Providing educational opportunities helps to increase leader knowledge of EBP.

Bibliography:


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