**Shifting from Volume-based Environment to Value-based Markets**

Complacency is a state of self-satisfaction, especially when accompanied by unawareness of impeding dangers or deficiencies. Whereas, evidence-based practice is where the decision made is supported by evidence from a well-conducted research (Christenbery, 2018). Evidence-based practice is important in improving patient care, and it is therefore key for all nurses to have a better knowledge on it.

Various strategies can be used to strengthen the culture of evidence-based practice among nurses. The first step would be to involve as many nurses as possible, showing them its importance and creating interest (Christenbery, 2018). The nurse manager could then create and design learning programs such as journal clubs. These programs will help the interested nurses to gain knowledge on evidence-based practice. Another way is through having EBP experts and faculty members to give advice on the implementation of evidence-based practice. These experts would mentor the hospital as they transit from complacency. They are supposed to correct where a mistake is done and give credit for any recognizable progress made (Nelson & Staggers, 2018). The nurse manager could also push for the provision of resources and free access to EBP databases and centers. This could help the interested nurses to have a look of the database at any time they felt like, thus, gaining knowledge of the evidence-based practice. EBP could also be improved by research consulting and improving the interaction between the nurses and researchers. In essence, these researchers will be able to enlighten evidence-based practice to the nurses.

Apparently, the nurse manager should be able to identify the things that hinder the implementation of evidence-based practice in the hospital. These barriers include the unawareness of the nursing code of conduct and nursing principles or performing them to a limited extent, and shortage of nurses in the organization (Godshall, 2016). Once these barriers have been identified, their solutions should be addressed to continue with the smooth implementation of the program.

**References**

Godshall, M. (2016). *Fast facts for evidence-based practice in nursing: Implementing EBP in a nutshell*. New York: Springer Publishing Company.

In Christenbery, T. L. (2018). *Evidence-based practice in nursing: Foundations, skills, and roles*. New York, NY: Springer Publishing Company, LLC.

In Nelson, R., & In Staggers, N. (2018). *Health informatics: An interprofessional approach*. St. Louis, Missouri: Elsevier.