

# Empowering Nurses Through a GAP Analysis–Driven BPSO Implementation: A Knowledge-to-Action Approach in a Tertiary Hospital in China



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## Introduction

- The Best Practice Spotlight Organization® (BPSO®) initiative promotes evidence-based nursing practice globally, yet translating evidence into routine clinical practice remains a significant challenge in large tertiary hospitals in China.
- Barriers include limited organizational readiness, insufficient frontline nurse engagement, and a lack of structured implementation frameworks to bridge the evidence–practice gap.
- Shenzhen People's Hospital, a 3,200-bed academic medical center, initiated a structured BPSO implementation program to address these challenges through a systematic, nurse-empowerment approach.
- The program was grounded in the Knowledge-to-Action (KTA) framework, which provides a structured, iterative process for moving evidence into practice: problem identification → knowledge adaptation → barrier assessment → intervention → evaluation.
- A key strategy was the development of a robust BPSO Champion network—formally trained frontline nurses serving as peer leaders and local change agents—to drive grassroots ownership and sustainable practice change.

## Aims

- Describe the process of implementing the BPSO program in a Chinese tertiary hospital, centering on how GAP analysis identified practice gaps and initiated evidence-based practice changes.
- Demonstrate how empowering nurses through structured training and Champion development supports translation of Best Practice Guidelines (BPGs) into clinical settings, ultimately enhancing the quality and safety of patient care.

## Implementation Pathway

### Methods / Activities

- A KTA-guided implementation approach was adopted across the institution (Figure 1).
- Four BPG implementation groups were established across multiple clinical units:
  - Transitions in Care and Services
  - Person-Centred Care
  - Breastfeeding - Promoting and Supporting the Initiation, Exclusivity, and Continuation of Breastfeeding in Newborns, Infants and Young Children
  - Diabetic foot ulcers: Prevention, assessment and management
- Each group followed a standardized process (Figure 2):
  1. GAP analysis: Systematic assessment of current practice against BPG recommendations.
  2. Tailored action plan development targeting identified gaps.
  3. Indicator selection: Integration of NQuIRE indicators and locally defined metrics.
  4. Implementation initiation in designated pilot units.
- A total of 265 nurses were trained as BPSO Champions through a structured, competency-based program, creating a critical mass of peer leaders across clinical areas (Figure 3).

FIGURE 1 KTA-Driven BPSO Implementation Framework



This framework demonstrates how KTA methodology was operationalized through BPSO organizational structures to drive evidence-based nursing implementation.

FIGURE 2 GAP Analysis → Action Plan → Evaluation Workflow

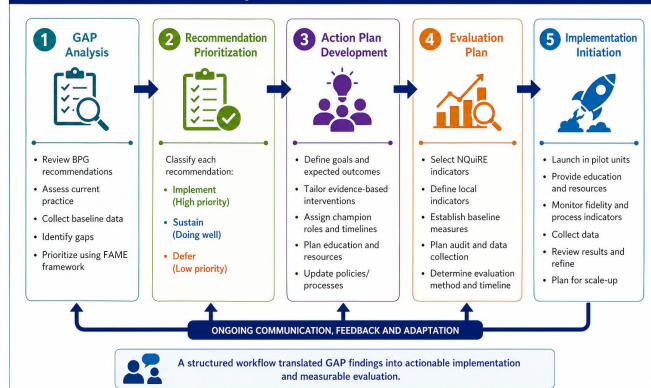
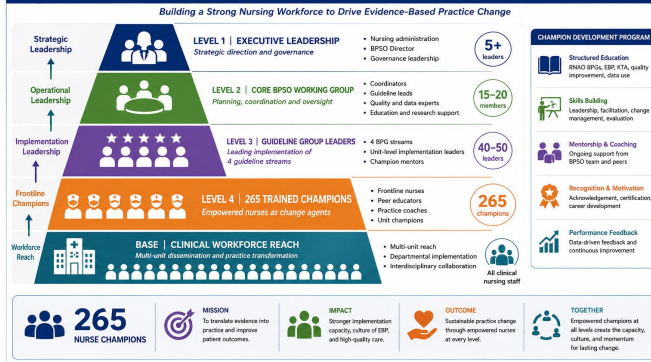


FIGURE 3 265 Nurse Champion Development Model



## Progress & Next Steps

GAP analyses have been completed across all four BPG groups, and tailored action plans integrating NQuIRE and locally defined indicators are in place. Pilot implementation is actively underway in designated clinical units, led by 265 trained BPSO Champions. Ongoing monitoring will track implementation progress, with evaluation of clinical outcomes planned across all groups. Experiences will be disseminated through publications and conferences, and phased scale-up to additional units is being prepared. This KTA-guided, GAP-driven approach demonstrates a scalable model for advancing evidence-based nursing practice in Chinese tertiary hospitals and similar healthcare contexts.

**Conclusion:** This KTA-guided, GAP-driven BPSO implementation model successfully engaged 265 nurse Champions across four BPG groups, transforming evidence into frontline practice through systematic gap analysis, tailored action plans, and NQuIRE-aligned monitoring—demonstrating a scalable, theory-informed blueprint for advancing evidence-based nursing in Chinese tertiary hospitals and beyond.