

Application of leadership and Management in Nursing Practice

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Leadership and management are essential in the success of any organization, including healthcare organizations. Leadership refers to the process through which a leader directs, guides, and influences the behavior and work of others to achieve a common goal. On the other hand, management is a set of activities or functions directed at the efficient and effective utilization of resources to achieve particular goals. The sets of activities include planning, organizing, control, budgeting, implementation, and evaluation (Gopee & Galloway, 2017). Therefore, even if leadership and management represent distinct disciplinary and practice areas, they both play an integral role in the success of an organization. Effective leadership and management have been recognized as crucial in shaping culture and driving the implementation of reforms in the health care sector (Gopee & Galloway, 2017). This essay aims at discussing the application of leadership and management in nursing practice; personal SWOT analysis for career advancement; and the top three traits that make a good nurse leader.

History of Leadership and Management in Nursing

Some of the nurses who made major contributions in nursing leadership history include Florence Nightingale. She is among the 19th-century nursing leaders. She served as the first hospital administrator in the military healthcare organization (Ward, 2018). Nightingale made major contributions in the past and current nursing leadership. She was a transformational leader. She courageously faced the British government authorities demanding various evidence-based practices to be embraced in the healthcare environment to ensure high quality and safe care to the military personnel (Ward, 2018). She also guided and motivated a group of nurses to provide compassionate care to injured military personnel. Also, as a healthcare leader, she advocated for the patients and nurses to create a healing environment. For instance, she supported the

implementation of evidence-based practices such as hand hygiene practices to reduce the rate of hospital-acquired infections. Besides, she advocated for regular nursing staff training to enhance the skills of nurses. Thus, a nurse leader serves as an advocate for nurses and patients, a supervisory role, and an inspirational role (Ward, 2018).

Healthcare Management Concepts

There are various key concepts in healthcare management. One of them includes planning. This involves selecting appropriate goals and actions to pursue and then identifying the strategies to apply to achieve particular set goals (Rothaermel, 2016). The second concept is organizing. This entails developing working relationships to enable employees to work collaboratively towards specific targets (Rothaermel, 2016). The third concept is leading. This concept refers to the act of encouraging and motivating the staff using vision, persuasion, and proper communication skills. The last element is staffing. The management team performs a role by recruiting and selecting employees to perform particular roles in an organization (Rothaermel, 2016).

Application in Nursing Practice

Nurse Unit Managers

The primary role of the healthcare leader is to supervise patient care, controlling, and directing nurse staff, and reports to the director of nursing. They handle specific roles. First, they create work schedules, assign duties, and perform employee performance appraisals. Secondly, a nurse unit manager creates and oversees budgets for the department to ensure the hospital unit

has enough medical supplies. Thirdly, nurse unit managers also establish employee policies and procedures and discipline employees who do not fulfill their job requirements to ensure the highest quality care possible. Lastly, as a clinician, the business professional establishes standards of nursing care for the department and apply evidence based practices and research to achieve high quality care delivery.

Chief Nurse Officer (CNO)

This is another business leader who performs various leadership and management roles. Some of the leadership roles performed by a CNO include inspiring and encouraging the nursing staff to maintain the best practices when providing care. For instance, they work to create a favorable setting to support nursing practice. Secondly, the CNO performs various administrative roles. CNO plans and oversees the daily activities within the hospital and by managing the staff working in multiple nursing departments in the business organization to ensure everything runs as planned.

Business Planning

Healthcare managers play a role in ensuring quality and safe patient care delivery to achieve positive patient outcomes. Also, these registered nurses at the bedside perform various leadership and management roles. For instance, they are accountable for overseeing the delivery of patient care. Also, as leaders, they can influence the patient outcomes and the outcomes of the organization as a whole. They influence quality improvement, length of stay, mortality, and patient satisfaction.

Personal SWOT Analysis

Strengths

I have various skills that are crucial for my career advancements. One of them includes knowledge-based skills. For instance, I have a bachelor's degree in nursing. This educational achievement will enable me to pursue other nursing professionals, including postgraduate programs such as a master's degree in nursing programs. This is because a bachelor of nursing

(BSN) is one of the key requirements in most MSN programs. I also have some strong personal traits. One of them includes strong organization and time management skills. I have the ability to plan and organize my time and my duties effectively. This enables me to prioritize work and ensure I meet important deadlines. This will enable me to advance my nursing career and balance my studies and work. Thirdly, I have strong leadership skills. I have served in different leadership positions as a nurse. For instance, during my clinical rotations, I was given the responsibility to lead a team of nursing students and ensure the delivery of safe and quality care to all patients. Lastly, I have strong communication skills. I actively listen to others, understand and use both verbal and non-verbal cues, provide feedback, give clear information, and always show respect to others during communication. This is an important skill for career success. It will allow me to collaborate with other healthcare professionals both in nursing practice and education.

Weaknesses

One of the challenges that are likely to undermine my career advancement goals includes the lack of support from the employer. This can be due to particular unfavorable situations in the

healthcare organization. One of them includes an inflexible work schedule that gives no room for career advancement.

Opportunities

There are various opportunities that will enhance my ability to advance my career. One of them includes the presence of sponsorship programs. Therefore, I will find the right sponsor who will have a clear idea of my goals, provide financial support to finance my education and help me build relationships with important people, and connect me with various organizations in the industry. Secondly, there are various volunteership opportunities offered by various organizations in the industry. This will enable me to apply my new skills and knowledge in different working environments. Another opportunity is the presence of foreign markets. Lastly, I will find a mentor who has vast experience in the field of nursing. The mentor will help guide me in my career development and how best to realize my goals.

Threats

One of the factors that serve as threats to my career advancement plans includes the constant change in the nursing profession. The nursing field experiences various changes, which create a need for frequent advancement in nursing education and competencies. First, the nursing

field is becoming more diverse. This is characterized by the generational changes and cultural diversity experienced in the nursing practice. The changes make the nursing education to be outdated after some time and thus creating a need for regular training and advancement.

Secondly, the healthcare industry is becoming more competitive. For instance, companies are hiring on a global scale. Thus, it will be a challenge to compete in the job market. Thirdly, a degree may not be considered enough educational qualification to work in some organizations. Lastly, government policies such as restricted practice are a barrier to my career advancement.

Traits of a Good Nurse Leader

A good nurse leader possesses various key leadership and management skills, which allow them to perform their leadership functions effectively. One of the essential skills of a nurse leader is problem-solving skills. This refers to the ability to identify and define a problem, analyze the issue, come up with diverse solutions, assess them to identify the most suitable solution, implement, and evaluate the solution to determine its efficacy (Zaccaro, Dubrow & Kolze, 2018). Nurse leaders encounter various challenges in their daily practice, which require them to make effective decisions that will drive the team to realize the goals of the

organization. A nurse leader with problem-solving skills is able to see his or her team or followers successfully and guide to them realize their goals.

The second key trait of a good nurse leader is emotional intelligence. This refers to the capability to understand, use, and control your feelings in a positive way, without allowing them control you (Zaccaro, Dubrow & Kolze, 2018). A nurse leader with a high level of emotional intelligence understands what they are feeling, the meaning of their emotions, and their effect on other healthcare professionals, patients, and families. This leadership trait is commonly defined by four attributes. One of them is self-management. This attribute refers to the capability to control spontaneous thoughts and actions, control your emotions positively, and adapt to changing circumstances. Also, a nurse leader with effective emotional intelligence demonstrates a high level of self-awareness (Zaccaro, Dubrow & Kolze, 2018). This means that they recognize their feelings and understand how they impact their decisions and behaviors. Hence, leader is aware of his or her weaknesses and strengths. The third attribute of the leadership trait is social awareness. A nurse leader with this skill is able to comprehend the feelings, demands, and wishes of others. Therefore, they demonstrate empathy. The last attribute is relationship management. This is the ability to establish and maintain positive relationships, communicate

accountability, encourage, and motivate others (Zaccaro, Dubrow & Kolze, 2018). Therefore, a good nurse leader is able to understand his/her emotions and how they affect their followers, patients, and families. Also, they comprehend the emotions, demands, and concerns of others, and also inspire and motivate others.

Thirdly, a good nurse leader possesses effective communication skills. A nurse leader with this skill is an active listener, confident, respectful, and also has the ability to speak clearly and give appropriate feedback (Zaccaro, Dubrow & Kolze, 2018). Strong communication skills enable a nurse to interact more effectively with both the nursing staff and patients. This leadership trait is also important in the case provider setting since it facilitates collaboration. Finally, through effective communication, nurse leaders are able to achieve positive health care outcomes.

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