Nursing Leadership and Management

The little things

“It does not matter how slowly you go as long as you do not stop.”
— Confucius
Many nurses and nurse theorists alike use the terms management and leadership interchangeably, implying that the only person who can provide leadership to a group is one already in a management position.
LEADING
- Vision & strategy
- Creating value
- Influence & inspiration
- Have followers
- Leading people
- People focused
- Charismatic style
- Risk & change seekers
- Appeal to the heart
- Proactive
- Sets direction
- Raising expectations
- Ask questions

MANAGING
- Policies & procedures
- Counting value
- Power & control
- Have subordinates
- Managing work
- Work focused
- Authoritarian style
- Risk averse & stability
- Appeal to the head
- Reactive
- Plans detail
- Maintain status quo
- Give directions

- Accomplish a goal
- Explain vision
- Organization figureheads
- Motivate others
- Mobilize resources
Theories of Leadership

- **Behavioural Theories**
  - What does a good leader do?
  - Focus on how leaders behave

- **Contingency Theories**
  - How does the situation influence good leadership?
  - Predict which leadership style best in each circumstance

- **Trait Theories**
  - What type of person makes a good leader?
  - Leadership emerges from particular traits

- **Power and Influence Theories**
  - What is the source of the leader’s power?
  - Different ways leaders use power and influence to get things done
The Policy practice divide—ideology and language used by nurses differs from that used in policy and by policy-makers.

"We were just talking about your leadership skills."
The transformational leadership model involves leaders motivating followers to perform beyond expectations by creating a sense of ownership in reaching a shared vision.
Transactional Leadership vs. Transformational Leadership

Empowers staff through support & autonomy

Transformational Attitude

Inspires staff through individuation

Task Preference

The values of our business

Purposeful

Inspirational

Relationship Preference

Organised

Compelling

Drives staff efficiency by getting the basics right

Transactional Attitude

Brings the best out of people through feedback and recognition

www.theahriproshop.com/ss.html
Connective leadership
Nurses
Comprehensive and contemporary interpretation of nursing leadership

“effective leadership depends partly on the person of the leader, partly on the situation at hand, and partly on the qualities and maturity of the followers.”

Parent Coaching
Consultation $5
Cookies 25 cents
The emergence of a Leader.

WHOA!
Eight Qualities that Work

**INTEGRITY**
To be trusted you need to be truthful and consistent.

**VISION**
To be consistent you need to have a direction, a point on the horizon that you are leading others to.
POSITIVE ATTITUDE

Seeing the glass half-full makes many things possible.

SENSE OF HUMOR

It's not all going to be perfect. In those cases your sense of humor pulls you (and your team) through.
CONFIDENCE

If you are confident then you will lead people toward that vision regardless. People know where you are going.

INSPIRING

With a confident, clear vision, your inspiration gets others moving.
SOLID COMMUNICATOR

You have to get your ideas out of your head and into your team’s heads!

DETERMINED

If your team is going to go with you, they need to know you aren’t turning back!
Simone’s Theory ???
“To remain indifferent to the challenges we face is indefensible. If the goal is noble, whether or not it is realized within our lifetime is largely irrelevant. What we must do therefore is to strive and persevere and never give up.”

— Dalai Lama XIV
References


