
Leadership in Nursing: Inspiring Vision, Driving Change

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Abstract:

Healthcare system and hospital structure has undergone major changes in last few years, due to which nursing Organisation is also changing day by day. Nursing profession day by day involves care of individual either on direct care basis or through Administration or supervision methods. Thus, there is truly a need of effective leadership in nursing at all levels to ensure successful cooperation and direction to all nursing professionals for betterment of patient care.

Keywords: Nursing Leadership, Inspiring Vision, Driving Change

Introduction:

The meaning LEADERSHIP is not the individual only it actually focuses on function of an individual to achieve objectives of a particular group.^{1,2,3}

A NURSE LEADER should always bear following characteristics:

- 1) ENTHUSIASM
- 2) COURAGE
- 3) SELF CONFIDENCE
- 4) ABILITY TO GIVE AND GET COOPERATION

As per situational theory four types of Leadership are:

- 1) S1- TELLING- It is one way communication where leader defines roles to followers & tell them to do it.
- 2) S2- SELLING- In this style a leader attempts a two-way communication and socio emotional support to get followers to get psychologically agree with the leader

3) S3- PARTICIPATING- In this process Leader equally participates and share the decision-making process through two-way communication.

4) S4- DELEGATION- In this style, Leader let the followers run in their own way. ^{4,5,6,7}

Leaders in the nursing inspire and influence others to achieve their maximum potentials. After applying all the skills managerial skills and leadership skills, these skills can make a nurse professional and effective Leader. ⁸

Sometimes being a leader of student association or staff association, it is very challenging job to satisfy everyone and raise voice of all group members Infront of seniors. ⁹

Leadership in nursing is very much important at every whether it's direct patient care of administrative level because sometimes nurses bear all stress worries and shames from everyone and are not able to inform or complaint to anybody and thus, they continue tolerate problems which they shouldn't do.

A nurse professional leader should always bear the following features,

- 1) Good listener
- 2) good judgement
- 3) intelligence
- 4) ability to accept responsibility
- 1) 5)well balanced personality
- 5) Dealing with burnout
- 6) welfare of other nurses
- 7) recognition of nurse's work.

So, if a fresher nurse bears the Quality of an effective leadership, she can inspire many more to come forward and thus can raises voices for themselves. ¹⁰

NURSE EDUCATOR AS A LEADER-

Leadership in nursing education flows down from the top management as principal through staff upto students.

With the positive attitude she can create a full energetic academic Atmosphere in school) college of nursing where teacher enjoys the role of educationist and thus students can excel in academic achievements.

In Nursing Education, an efficient, democratic and creative nurse motivates his / her staff and students to explore their potentials through Full participation in various programs being organized in school or college of Nursing. ^{11,12,13}

An effective quality of a nursing educator includes following-

- 1) Emphasizes in participative Leadership
- 2) Transmit knowledge and experience
- 3) creates a "WE" feeling among her staff and students.
- 4) creates a positive attitude towards patient care, nursing students and others.¹⁴

And if a nursing tutor/educator bear these qualities, this can motivate their students for further development and achievements in future and to raise voices for themselves whenever needed.¹⁵

“You don’t build a house without its foundation. You don’t build a hospital without its nurses.”

– Anonymous

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