

Leadership in Nursing

Name

Institution:

Course:

Date of Submission:



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Introduction

The nursing profession is full of challenges as one seeks to perform duties and achieve specific predetermined goals or objectives. Naturally, such professional settings require leadership to coordinate the operations such that a common central goal becomes the subject. Any endeavors to attain that goal must involve a synergetic output to match the organization objectives (Cummings et al., 2008). As such, it is essential that the leader takes up a central role in influencing the active followers to act in a specific manner that meets the needs of the organization. Ultimately, leadership is an integral part of the nursing profession. The essay reviews my personal attributes that endear me to a leadership role based on previous experiences and through knowledge acquired in school. The aim of this assignment is to provide vital information for the decision making process that is crucial in leadership and to emphasize to active followers on the need to take up and implement any instructions issued from those in higher positions of leadership.

Leadership Profile

In the last summer, there was unrest within the organization I was working for at the time. The bone of contention was the discord between the long-serving members and the new crop of nurses. Minor differences in opinion escalated into a raging confrontation that almost turned physical. I remember mobilizing some of the neutrals in the confrontation to help me separate the two groups. At the time, I had just come from lunch so was not aware of the issue at hand. I successfully managed to calm down both groups before having a sit-down with each group on a separate occasion. The sit-down session served as an effective way to get the opinions from both parties without the risk of further escalation. After holding both meetings, I invited

representatives from either group to a secluded meeting that led to the resolution of the conflict and work continued under normal circumstances. In hindsight, the event of that period showed my ability to take charge of an escalating situation and bring it under control regardless of the tension and pressure that was quite high at that time.

Traits, Implications and Outcome

Looking back, I believe that I displayed specific traits that make me an effective leader in any given healthcare setting. My ability to arbitrate a situation without offending either party was central in achieving the peace that was ideal for the work environment. In that situation, I took up the responsibility to control the emotions of both sides regarding the issue at hand and remained impartial in my approach. I listened to both aggrieved parties during two separate meetings to gain a good perspective. Additionally, I also held a meeting with the representatives of both parties as a means of avoiding any confrontation since it is easier to control two individuals as opposed to a large number. Despite having leadership qualities, I prefer to follow leadership guidelines that dictate the acceptable code of conduct instead of being at the decision-making helm where the pressure lies.

In accordance with the trait theory of leadership, I exhibited the ability to take up the initiative to resolve issues in the most amicable. According to the trait theory, every individual is born with specific characteristics and qualities that endear them to be public (Colbert, Judge, Choi & Wang, 2012).

In my case, I displayed the ability to gather facts from aggrieved parties without offending either group which would escalate into physical confrontation. Different leaders would have adopted different mechanisms to get their message across to the active followers which also draw from the guiding principles of the trait theory. The trait theory postulates that every

individual has the ability to become a true leader courtesy of the unique but effective qualities they display (Colbert, Judge, Choi & Wang, 2012). The qualities mentioned above include intelligence, creativity, and a sense of responsibility.

In real sense, the leader must utilize the said qualities to charter the way forward just like I did during the conflict between the two groups of nurses. At the same time, leadership is only possible through the existence of active followership as part of the distinction between the leader and the rest of the group. In every group each individual has the option of assuming a leadership role. For instance, if all the nurses involved in the conflict had each taken up the leadership role in the case highlighted above, then it would be impossible to control the situation. The followers must be able to access the instruction of the leader and honor them for effective results (Snow, 2001). Effective leadership traits involve the ability to make rational decisions and influence the rest of the active followers.

Barriers

Looking back, I believe that I chose the most appropriate means of handling that situation given the outcome. However, I believe that my approach was not without its flaw since I handled the entire process of arbitrating the two groups based on the assumption that each group will view my actions as non-partisan while in real sense some individuals might feel offended or belittled by playing second fiddle to the first group when a group is given the chance to raise a certain issue over the other group. My progress through the program revealed that extremely stressful circumstances on my leadership capabilities by allowing me to make decision that adapt to the circumstances at hand such as the structure as outlined by cno.org (2017). Essentially, I make great improvised solutions as compared to well thought-out solutions for the long-term. The program also revealed my weakness of not working with limited supervision since I required

regular confirmation of the expected root or solution. Progress through the program was an invaluable process that will help to improve my leadership skills.

Goals

In line with the immense growth potential and development, the next learning objective will cover all my shortcomings. The goal of the entire process is to improve the ability to take up leadership responsibilities under strenuous circumstances (Registered Nurses' Association of Ontario, 2017). As mentioned before, I realized that I have been performing to my level best when I am under supervision from my superiors. I will train myself and inculcate in me the trait of working under minimal supervision. Achieving this objective will take up approximately 4-5 weeks as it involves proper research and implementation of various guidelines that will help me improve in my capacity as a leader and my ability to draw the right response from all the active followers who serve under my leadership. Willngness to learn and improve on ones weaknesses is very important both at a leadership and individual level.



References

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