



Faculty of Nursing
Nursing Department
4th Year

Introduction to Nursing Leadership & Management

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Course name : Nursing Leadership and Management

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Week No.2

Outlines

- **Definition of leadership and management.**
- **The deference between leadership and management.**
- **Nursing Leadership**
- **Need Of Nursing Leadership**
- **Characteristics of Effective Nurse Leader**
- **Essential competencies for nurse leaders**

Objectives:

At the end of this chapter, the student should be able to:

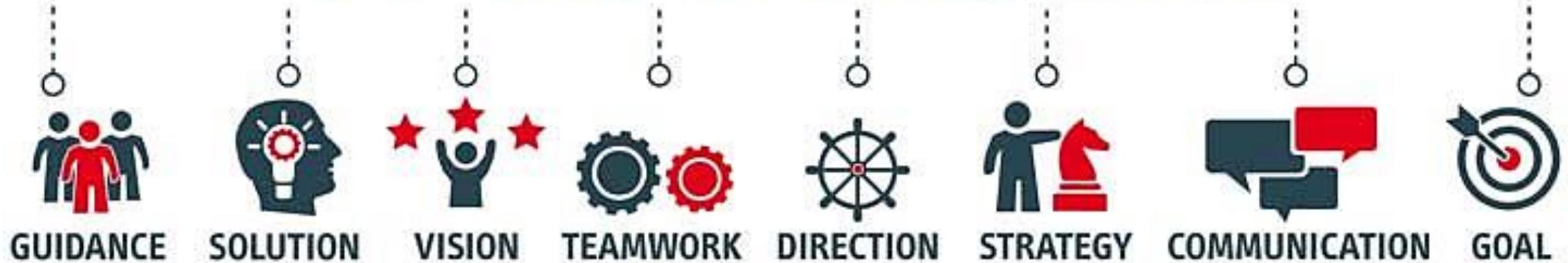
- Define administration/management and nursing service administration
- Describe the managerial level, role and skills
- Explain the importance of good management in a health service organization

Definition

Leadership is the ability of an individual or a group of individuals to influence and guide followers or other members of an organization.

Successful nurse leaders are those who engage others to work together effectively in pursuit of a shared goal.

LEADERSHIP



Definition

Management : The act of influencing and motivating a group of people to act in the same direction towards achieving a common goal.

Definition

Management : Management is the art of getting things done through people. It is the process of reaching organizational goals by working with and through people and other organizational resources. It is the process of planning, organizing, leading and controlling the work of organization members and of using all available organizational resources to reach stated organizational goals

Definition

A **Nurse Manager** is an individual in a medical setting with the decision-making power to influence daily operations. They can advocate for improved patient care by optimizing certain processes that a hospital or healthcare organization fulfills every day.

What is the importance nursing management?

Professional nursing managers can positively influence the quality of care for patients and the peace of mind for staff members. By applying effective management concepts, nurses can play a role in ensuring health care is safe, effective, equitable, efficient, patient-focused and timely

Types of managers

Traditionally classifications of managers are by level in the organizational hierarchy; common nomenclature is:

- **Top level**—such as board of directors, Presidents and vice presidents
- **Middle level**—such as directors of nursing, supervisory staffs and department heads
- **First line/front line/ or supervisory management**— such as head nurses and staffs.

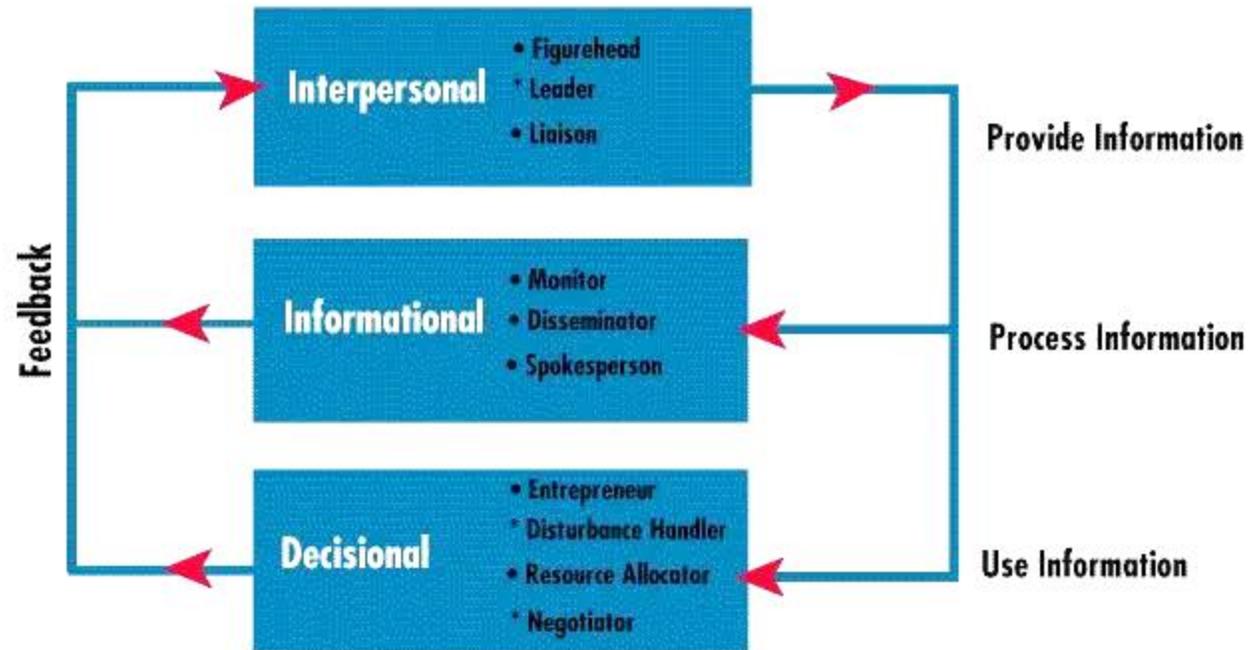
Characteristics of Manager

Regardless of level, managers have several common attributes; they are:

1. Formally appointed to positions of authority
2. Charged with directing and enabling others to do their work effectively
3. Responsible for utilizing resources
4. Accountable to superiors for results

Managerial roles

The Managerial Roles



* Indicates significant role for the supervisor

Leader VS Manager



	Managers	Leaders
Focus	Transactional Meeting objectives and delegating tasks	Transformational Developing a vision and a way forward
Priority	Work Goal is to get things done; task management	People Care about you and want you to succeed; behavioural focus
Team	Subordinates Lead through authority and task management; telling	Followers Lead through inspiring and circles of influence; involve & motivate
Ethics	Do things right Follow the rules and maintain status quo	Do the right things Shape the culture and act with integrity, break rules if required

Manager

LEADER



LEADER



MANAGER



Leadership is a much broader concept than is **management**.

Although **managers** need to be **leaders**, management itself is focused specifically on achievement of organizational goals.

Leadership, on the other hand.

Nursing Leadership

Nursing Leadership : It is a process whereby a nurse influences two or more persons to achieve specific goal in the provision of nursing care for one or more clients.

Gardner (1986) believes that 90% of leadership can be taught.

When **nurses graduate** they are not ready to assume a **leadership** role. They require opportunities for self-discovery to understand their strengths for skill building

Need of Nursing Leadership

- High expectation of patient
- New technology
- Increased diversity in the workplace
- Greater accountability for practice
- A new spiritual focus on the mind and body connection
- Increase in physical facilities and decrease in nursing personnel in the hospital
- Emerging social problems.

Characteristics of Effective Nurse Leader

- Actively engage in **planning** the current and future work of the group.
- **Provide direction** to staff members the way the work is to be done.
- **Monitor the work** done by the staff members to maintain quality and productivity.
- **Recognize and reward quality** and Productivity Fast of the development of staff.
- **Represent both administration & Leadership.**

Essential competencies for nurse leaders



Communication and relationship management



Knowledge of the health care environment



Business and financial management skills



Leadership and visionary thinking



Professionalism, ethics and advocacy

