

**Type:** Essay

**Subject:** Issues in Nursing

**Subject area:** Nursing

**Education Level:** Masters Program

**Length:** 4 pages

**Referencing style:** APA

**Preferred English:** US English

**Spacing Option:** Double

**Delivery information**

**Delivery type:** Standard

**Additional information**

**Title:** Leadership and Management

**Instructions:** leadership differs from management. the role of a leader provides the masters prepared

nurse the opportunity to motivate, guide, and inspire other nurses. be clear in the distinction

between management and leadership. discuss the differences in the goals, characteristics,

responsibilities, and execution of the role. are people “born leaders” or is it learned? the paper

should be written in apa 7th edition format. please use times new roman 12-point font, double

spaced. the paper should have a cover page and reference page which are not included in the page

count.

## Management and Leadership

Name

Professor

Institutional Affiliation

Due Date

## Management and Leadership in Nursing

Leaders and managers play an important role in ensuring the quality of health care within our health facilities. From ancient times, people have used the terms manager and leader interchangeably (Weiss et al., 2019). While they share some attributes in common, management and leadership have a different meaning. Management is the process of controlling a group or a set of entities to achieve a goal. In our case, management can be done by the executive to control and coordinate nurses for the improvement of nursing goals. Leadership on the other hand refers to one's ability to enable, motivate and influence others

to contribute to organizational success. With a keen eye, influence and inspiration separate management and leadership, and not in any sense, these aspects refer to control and power (Weiss et al., 2019). This paper will pursue to show a distinction between management and leadership. The paper will also discuss the differences within the spectrum of goals, characteristics, responsibilities, and roles. Lastly, the paper will highlight whether people are born leaders or leadership is learned.

### **The distinction between Management and Leadership**

Importantly, leaders have people who follow them while managers have people who work for them. these two attributes differ distinctly. Leadership critically is about motivating people o believe in themselves and to work with them to achieve their goals. Management is all about administration, just to ensure that day-to-day work has been done. In nursing, it is important to both have leadership and management qualities to work promptly toward their goals (Ellis, 2021). Even though they are different, for better nursing achievements, leadership and management must be incorporated together because they complement one another. Therefore, in nursing, the effort to separate the two concepts is likely to cause more problems than it solves.

While management is related partly to leadership, leadership stresses building the environment where each nurse is to improve optimum efficiency. Critically managers work on laying down structures that offer delegation of responsibilities. In contrast, leaders do not delegate, they practically provide direction by developing the organizational vision and communicating them to junior nurses inspiring them to achieve more (Ellis, 2021). Therefore, managers focus on planning, organization, staffing, and overall controlling while leaders practically help in directing functions of management focusing on listening, building relationships, teamwork, motivating and persuading colleagues into working towards

speculated goals. In authority sourcing, leaders' work earns them authority while managers have authority under their positions within the management.

In a deeper review, management is like a science where managers are to use a plan or a standard as they are exact and logical. Leadership on the other hand is the art of managing other colleagues. As a science, management is more concerned with people's past, and present performance to hire while leaders see only potential in someone which is an instinct as it cannot be measured (Ellis, 2021). Therefore, in general, management is reactive while leadership is proactive. For a manager to operate, the usage of management skills and theories is applicable while leaders work verbally to understand negative instincts and work towards changing them for better performance. Both managers and nurses must have interpersonal skills, analytical skills, communication skills, and technical skills.

### **The distinction between Management and Leadership within the Spectrum of Goals, Characteristics, Responsibilities, and Roles.**

Goals are speculated objectives within a company. Both managers and leaders have different approaches to understanding the concept of goals. While managers work by laying down structures and rules about work, leaders stress building a connection with their peers to fully understand how well to achieve these specific goals. Leaders and managers have different diverse characteristics; while managers delegate, leaders tend to work with their subjects to fully understand their performance capabilities and somehow activate their

capabilities. While leaders demonstrate personal qualities, managers use interpersonal skills to achieve a goal within an organization. Managing therefore is structural while leadership is merited on objectivity and insight.

Additionally, responsibilities and roles within this discourse are also different. While leaders work towards using the environment to show colleagues their capabilities, managers use frameworks to ensure the required goal is achieved. Leaders are more associated with developing initiatives and projects that are meant to improve the skills of other colleagues but also improve the quality of care. Leaders also are tasked with developing strategies for reducing patient readmissions. While committing to the reduction of healthcare costs, and overseeing the implementation of the quality and safety of patients (García-Sierra & Fernández-Castro, 2018). Leadership in a health facility also develop treatment plans while ensuring employees comply with rules and regulation alongside the ethical standards that shape healthcare imperatively.

Managers in nursing are tasked with identifying staff requirements while evaluating the performance of all colleagues within the healthcare facility. Managers hire and fire, offer career mentorship, and manage the budget. Nursing management also ensures that balanced supply of equipment and supplies within the hospital. Managers encourage professional development, evaluate quality and effectiveness and serve as the bridge between nursing staff and top management (Stanley et al., 2022). Therefore, organizations that are over-managed and under-led normally do not perform well hence all these aspects should be balanced as such.

### **Are People Born Leaders or Leadership is Learned**

According to my understanding leadership can be learned while some people are born leaders. Therefore, leadership is an intrinsic factor according me, because often within the

environment we have seen children possessing leadership skills and even securing a chance to lead their groups at a very tender age. These signify that some people are born with leadership qualities and as they grow, they give them back to the environment. Such children know how to communicate and relate with other peers as they find it easy to associate with others. Additionally, those that are born leaders have many follow their ways because they both convince and persuade. Often these children have high self-esteem and enormous positivity leading them to grow and accomplish their goals (Stanley et al., 2022). Additionally, leadership can be learned through fellowship and other teachings. When one stays with a leader or leaders, they tend to copy these leadership traits and grow while possessing them. Additionally, other institutions and teachings in long run shape people to become leaders because they teach them leadership traits. As such, these people learn to become leaders.

To sum up, both leadership and management are essential within healthcare systems. While these positions complement each other, they are synonymous. Having to choose one aspect therefore is very difficult as both are important in offering good collaboration, successful communication, and effective leadership (Miles & Scott, 2019). Reflecting, both nurses and managers have a special role in ensuring the success of an organization and as such, both leaders and managers must be passionate respected, and committed.

### References

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