

Type: Coursework

Subject: Nursing Leadership Course

Subject area: Nursing

Education Level: Masters Program

Length: 4 pages

Referencing style: APA

Preferred English: US English

Spacing Option: Double

Title: Leadership Development and Vision

Instructions: refer to the attached grading rubric. describe your personal leadership style and approaches and your personal vision of leading in the health care environment. you may include ideas you have gained from these courses, previous courses, literature, and professional experiences. provide empirical, scholarly evidence to support your position. include relevant background information such as current or historical leaders who have influenced your vision and style. evaluate your strengths and limitations and your opportunities for leadership professional growth and development. communicate ideas in a clear, succinct, and scholarly manner. the paper should be 3-4 pages in length (not including title page and reference list) and must have apa level 1 headings. use appropriate grammar and apa 7th edition style (student version) to credit sources and format references. a minimum of four references is required for this assignment.

Focus: leadership development and vision below is the outline - with my thoughts for you to expand on. thank you!

Structure: -describe personal leadership style and approaches- my leadership style is democratic/participative . i like to include my team members so that they feel their voice is being heard. i like to promote a work environment that has a good morale and employees feel empowered, valued and unified. -describe personal vision for leading in the health care environment- i chose nursing because i wanted to help people. there is nothing that brings me more joy in my job then when i get to tell a patient that i have an organ for them. however, as i continue through my education journey i also find that i want to help facilitate change. as a nurse leader i can help to bring about positive changes within my organization. -describe background and influences-i have worked as a nurse for 18 years, starting at the bedside in neurotrauma icu , and now as a transplant coordinator as a supervisor. along the way there have been so many people that have influenced me. managers, physicians and directors. my plan was never to be in administration, i always planned to be a nurse practitioner. however after my last boss retired and i filled his shoes temporarily i found my calling. -evaluate strengths - some of strengths include good communication, integrity, ability to delegate, good listener, assertive. -evaluate limitations/opportunities for leadership professional growth and development- things that i would like to work on that i feel are limitations to me- improve on my public speaking, learn to be more aggressive in situation where it is needed, find a mentor, interact with senior leaders in my organization.

Leadership Development and Vision

Author's Name

Author's Affiliation

Course Number and Title

Instructor's Name

Due Date

Leadership development and vision

Leadership plays a critical role in determining quality care and overall patient outcomes. Therefore, it is vital to have dedicated and robust leaders in nursing. The nursing profession is unique because nurses use varying types of leadership styles depending on the current situations. That is, they use situational leadership. Therefore, nurses must cultivate the most effective personal leadership styles to enhance patients' outcomes and job satisfaction. My leadership style is democratic, helping create and maintain the right working environment for positive influences on the team and patient outcomes.

Personal Leadership Styles and Approaches

Choosing the right leadership style and approach guarantees positive patient outcomes through the provision of quality care. Therefore, I am a democratic or participative leader. The success of an organization depends its leadership activities (Carragher & Gormley, 2017).

A democratic leader comprehends that an organization is non-existent without its people. Consequently, as a democratic leader, I always ensure my team's interests are attended to. I give all members equal opportunities to air the ideas we use to make conclusive and inclusive decisions. I look at others' and my situations based on different tasks assigned instead of looking at things from my status angle. I do not control my team; instead, I coordinate effective communication among the members. As a result, team members give opinions and objections without fear of being scolded by their leader. That is, the members act naturally hence higher chances of providing valid information.

Besides, as a democratic leader, I face the consequences of the team's decisions alone. Good leadership helps in promoting job satisfaction among employees (Boamah, Laschinger, Wong, & Clarke, 2018). I acknowledge that I am the team leader and bear all our decisions as a

group alone. If something goes contrary to the organization's expectations due to ineffective decisions, I carry the burden alone. I do not pass the blame on to the team. As a democratic leader, I consider the interests of the group and organization first.

I also strive to promote a conducive working environment for all team members and the ultimate benefit of the organization. I ensure that the team is always in high morale. Keeping the members motivated has helped in improving their productivity. The team does not require a lot of pushing to perform excellently in their respective tasks. As a result, my team has been recognized as the best performing one with high positive patient outcomes.

My democratic leadership has positively impacted the organization in different ways. The eminence of equivalent status has inspired moral relationships and friendships in the organization. Members feel recognized and appreciated by getting chances to air their concerns or ideas. Most importantly, they feel treasured if their ideas are implemented in the organization's policy. Consequently, members feel ownership of the organization and act in the best interest of the organization.

Personal Leadership Vision in a Health Care Setting

I envision myself as a nurse leader. When growing up, I felt sad seeing people suffer when I could not help. For example, I would cry to see older people in the neighborhood suffer from different conditions, with no help. Good nursing leadership promotes patient care (Murray, Sundin, & Cope, 2018). Therefore, I swore to pursue a career that would allow me to help the needy people in the community. Nursing was the best career that would give me a chance to do so. Now that I have pursued nursing, I seek to acquire a nursing leadership role to propose changes in the healthcare setting.

I aim at top management roles to get a chance of proposing and implementing policies for social change. For example, as a nurse leader, I aim at introducing changes that would facilitate access to quality care among the most need patients in society. Most people do not access quality care due to limited information regarding the available, affordable insurance policies. Therefore, I will use the nursing leadership role to channel information to uninformed and needy patients regarding reasonable care access. In such a case, I will have positively impacted the lives of different people, thus promoting social change.

Background and Influence

Different life experiences have shaped my desire for being a nurse leader. I have practiced nursing for over 18 years. I started at the bedside in the neurotrauma ICU. I then became a supervisor and transplant coordinator. The roles have given me a first-hand experience that has increased the desire for nursing leadership. In the duties in various positions held, I observed gaps that needed attention in care provision. For example, most patients had inadequate information regarding the available, affordable policy covers for accessing quality care. Unfortunately, only a nurse leader could have attended such concerns, and I was not among the leaders. The experience was terrible to see patients suffer when I could not help. Therefore, I saw an urgent need to further my nursing leadership education so that I would get an opportunity to correct the mistakes I discovered.

Besides, I have worked with different managers, directors, and physicians. All of them have given me unique experiences. However, the most influential one was the senior physician in the neurotrauma ICU unit. I learned great lessons from Dr Erickson's leadership skills as a part of his team. Dr Erickson used a laissez-faire leadership style. Laissez-faire leadership uses both autocratic and democratic approaches (Wong & Giessner, 2018). He gave us equal opportunities

in the group. However, he became strict and controlling when we lost focus. Nonetheless, I discovered that democratic methods worked best for the team. Therefore, I chose to adopt a democratic leadership approach.

Strengths

I stand to make a perfect nurse leader due to the possession of good personal attributes. Firstly, I am a good communicator and an effective listener. I first listen to colleagues before giving opinions. Besides, I uphold a high integrity level that helps in observing nursing ethics. I am also an effective delegator who assigns duties as per qualifications. As well, I am an assertive nurse. I always stand for my rights and those of my colleagues in the organization.

Limitation and Opportunities for Professional Leadership Growth

Personal attributes could limit leadership. For example, I become overly aggressive and lose my temper sometimes. Consequently, I end up making misinformed decisions that cost my team. Besides, I need to improve my public speaking skills since I become nervous when addressing a multitude, primarily during conferences. Therefore, I need to address such attributes to become a practical nurse leader.

Nevertheless, there are opportunities for professional growth in the organization. There are many approachable employees in the position of nurse leaders. For example, I could network with them and request them to mentor me in achieving a leadership position in the organization.

To sum up, leadership plays a vital role in the provision of quality care. Right leadership style improves healthcare settings and patient outcomes. Therefore, I have adopted a democratic leadership approach in the team. Consequently, the approach has improved patients' outcomes by creating a conducive working environment among the team members. A right work environment has motivated team members to give their best in all assignments.

Reference

- Boamah, S. A., Laschinger, H. K. S., Wong, C., & Clarke, S. (2018). Effect of transformational leadership on job satisfaction and patient safety outcomes. *Nursing Outlook*, *66*(2), 180-189. Retrieved January 16, 2021, from <https://fardapaper.ir/mohavaha/uploads/2018/09/Fardapaper-Effect-of-transformational-leadership-on-job-satisfaction-and-patient-safety-outcomes.pdf>
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