Assessment-1

Nursing Leadership

Student Name

Institutional Affiliation

Date

Introduction

Today, with advent of new technologies, it is found that patients are expecting better quality healthcare services in a given environment. With their increased awareness levels, they expect better treatments so that they can get recovered quickly from the present situation. On the other hand, for the nursing staff, the role has become vital as they need to perform multiple functions in a given operational environment (Fernandes, Araújo, & Pereira, 2018).

They need to look after the patients, manage schedules, follow the instructions of clinicians, ensure timely delivery of medications to the patients, counsel the family members of the patients, and thereby collaborate with rest of the departments of the organization (Fernandes, Araújo, & Pereira, 2018).

The role of the nursing leader has become important as she will be taking care of each of these functions, provide coordinated support, and also ensure effective assistance wherever required. It will thereby allow the healthcare organizations to achieve their desired objectives and will be able to provide best quality healthcare services to the patients as expected (Fernandes, Araújo, & Pereira, 2018). This report will provide an analysis of a research article related to nursing leadership and will determine how as a professional they will be able to prosper in a given challenging work environment.

Methodology and Design

It is found by the researchers in this article that the leadership role reflects the complexity associated with the responsibilities in healthcare. It will not only change the nurses' identity but will also evolve them from the perspective of nursing practices. The objective of this paper is to identify nurses' perceptions regarding their similarities and differences compared to nurses in

manager roles so that they can determine the key opportunities and also the barriers to leadership in the nursing hierarchy (Fernandes, Araújo, & Pereira, 2018).

Today, leaders need to possess specific traits through which they will be able to achieve desired objectives in a given environment. Leadership is associated with a process to influence others, guide others on the work practices and routines, and finally ensure commitment to the respective organization (Fernandes, Araújo, & Pereira, 2018).

The nurses in this case will be following their leader and her instructions so that they can manage their daily routines in a better way. It will also provide them an overview regarding the qualities required to become a nurse leader and how they can professional influence rest of the staff in a given environment. To conduct a research in this direction, a descriptive cross-sectional study of a qualitative nature was conducted in this research based on Zavalloni Ego-ecological Theory (Fernandes, Araújo, & Pereira, 2018).

Literature Review

With increased challenges in the internal and external work environment, it has become necessary for every organization to train their workforce on the principles of leadership and management. They will thereby able to perform better job roles and will deliver as per the needs of the organization (Twohig, 2015).

In the given research article, researchers state that the role of nurse managers will be different compared to other nursing staff as they will be performing on different professional functions. They will be focusing more on the administrative aspects, will participate in the meetings with the senior management, and will thereby communicate the major issues faced by the staff in a given working environment (Twohig, 2015).

Based on the current needs of the organization, they will be demonstrating different leadership style so that they can work on the allocated tasks and complete them within the given timeframe. It is due to these reasons that their job role, job functions, and overall work approach get differentiated with other nursing staff in the organization (Ziebarth, 2014).

The nursing leader is recognized based on her technical and professional expertise as demonstrated in a given working environment. They will thereby work in the direction of increasing the quality of care through change management and innovation and accordingly instruct rest of the working staff in a given healthcare organization (Covell, Neiterman, & Bourgeault, 2015).

Data Collection and Sampling

For the purpose of collecting data, the research used the Inventory of the Psychosocial Identity (IIP) of Zavalloni & Louis-Guérin to collect the data in the form of a structured interview. There were total 19 Registered Nurses (RNs) included as participants who had an experience of more than 10 years in the field of nursing.

These nurses were working in public health centers and hospitals in Portugal. In a given sample size of 19, two of them were male and 17 were female. The mean age of all of them was 40 years; in addition, nine of them were working in nursing specialty roles and four of them were having masters' degree. They were provided with a set of questions and were required to record their answers.

The answers were then organized in the form of transcripts so that they can be analyzed in a better way by the researchers in a given environment (Fernandes, Araújo, & Pereira, 2018). Also, researchers followed all the ethical considerations and guidelines to ensure that they do not

breach the Ethical Code of Conduct. Also, they informed participants about the purpose of this research and also ensured confidentiality of data in a given research environment.

Findings and Recommendations

After collection of the responses, when the results were analyzed, it was found that the nurses interviewed presented a differentiation with the nurse-managers. It was found that the nurse managers focused more on care practices and used to demonstrate authoritative leadership in a given environment (Fernandes, Araújo, & Pereira, 2018).

In addition, they did communicate the objectives but did not provide enough information on how to process. Further, some of the nurse leaders were found to be the source of origin of conflicts due to which there were disputes among team members (Fernandes, Araújo, & Pereira, 2018). However, in some of the cases, these nurse managers did demonstrate visionary skills that allowed the rest of the nursing staff to work accordingly in a given work environment.

They also demonstrated competency skills through which they were able to guide the nursing staff, were able to communicate with them, were able to align the department strategies with the objectives of the healthcare organization, and finally, were able to deploy relational skills to improve relations with all concerned stakeholders of the organization (Fernandes, Araújo, & Pereira, 2018). Nurse managers were thus characterized by increased power and authority, by their approach to care practices, and also by their way of communication at the respective workplace in the hospitals.

Summary and Conclusion

This report summarizes the difference between the nursing leader or manager and the nursing staff. Based on the research results and also based on the literature review, it is first

identified that there is role difference between nurse leader and rest of the nursing staff in a given environment (Fernandes, Araújo, & Pereira, 2018).

Second, in some cases, it seems that the nurse leader is authoritative and hence are commanding the work environment. As a result, the nursing staff lacks in proper communication, effective collaboration, which further leads to conflicting situations at the workplace (Gregersen, Vincent-Höper, & Nienhaus, 2014). These staff members are found to be following their leaders who is having a specific vision of the organization; however, it will be important if the nurse leader changes the leadership style and ensures effective participation of all the staff in the different work initiatives.

They can thereby monitor the new strategies, overcome the gaps, and achieve desired objectives of quality healthcare in a given environment (Fernandes, Araújo, & Pereira, 2018). This research article is having limitations due to - smaller sample size, include other aspects of leadership, and also consider reviews of the patients on such work practices in a given environment.

The authors have recommended implementing new training programs as well for rest of the training staff on the modules of leadership and management. It will thereby first guide the staff on the aspects of effective management, control management, conflict management, effective communication, and team management (Thomas & Rowland, 2014).

In addition, it will also help them manage different conflicts in a given environment and subsequently will help them resolve their internal differences. They will thereby be able to focus more on their tasks and complete them within a given timeframe. Further, the role of leaders will be equally vital as they need to change their leadership style considering the one discussed in the

given research article. They need to deploy transformational leadership style that will first allow them to overcome the workplace challenges and later will help them guide the employees in the right direction (Villarruel, Bigelow, & Alvarez, 2014).

They can effectively communicate with the staff, overcome communication gaps, and also resolve internal conflicts to achieve desired objectives in a given working environment. The top-level management on the other hand will require monitoring the new strategies implemented in the present working environment; they can accordingly determine gaps, if any associated with it. They can thereby provide recommendations to improve the future outcomes.

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