Essay on evaluation and effectiveness of various leadership styles

Psychology, Success

Leadership is the process of identifying organization goals, identifying better ways of motivating people to act, providing support and motivation to achieve the set goals. In the daily life of a Nurse, this could refer to coordinating the day and night duties. The success of the day and night shift and managing difficult situations will largely depend on the nurse's leadership skills. According to research, this paper will look into various leadership styles and evaluating their effectiveness.

It is important to appreciate that leadership roles are different from management functions. According to peter Drunker, " management is doing things right while leadership is doing the right things." Leaders are described as visionary equipped with strategic plans to achieve future goals. For leaders to be effective, they are required to use problem solving processes, maintain group effectiveness and develop group identification. Leaders are required to be dynamic, passionate and have motivational influence on other people (Webster, 2013).

All this characteristics must be applied in order to be in line with what team members expect. Developing an effective leadership style is a key factor in influencing the success of other members. Those nurses that are in a powerful position are better placed in exercising effective leadership. According to Banda, leaders who are described as a driving force are admired. They are regarded as sources of inspiration and are seen as role models for future leaders (Webster, 2013).

According to Webster, (2013) Leadership for senior nurses is primarily about making decisions, delegating appropriately, solving conflict and acting with integrity. These functions are the core elements necessary to connect

leadership with the effective development of other team members. These functions will be achieved by working alongside while monitoring and coaching the juniors nurses. To ensure good and successful leadership, it is appropriate to have one on one supervisory leadership element is a clinical instruction.

Leadership is not about individual but team work. It is important for leaders and team members to carry out some practice exercise in order to be considered effective. It is true that, members that work in teams and groups are mostly likely to deliver high and quality health care. In addition to that members of staffs are likely to encounter high stress levels (Hindawi, 2013). The health and safety executive identify that nursing has a high prevalence of self- reported work related stress. The team effectiveness and the ability to reflect are the latest of the valued qualities when team has completed performance inventory and acquired a successful feedback. Teams that are effective can improve members' well being as well as quality of care and, therefore, important to consider how team members can increase their effectiveness (Hindawi, 2013).

The various ways in which members improve efficiency are, ensuring all members participate in the team and ensuring every member is active. This will help in ensuring that, the team consists of right people and team members' area aware of the goals to be achieved. It is important for leaders to put into consideration personality this is how people take in information and make decisions. The theory of personality will help in ensuring team meeting are effective (Hindawi, 2013).

In conclusion, from the analysis it is clear that, leadership behavior has a

high impact on developing skilled and competent staff. Therefore, nurses must use their leadership behavior to influence organizational outcome.

References

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