

# Theories and concepts in leadership and management

[Health & Medicine](#), [Nursing](#)



Leadership and Management in Nursing al Affiliation Leadership and Management in Nursing Concepts of leadership and management in nursing are two distinct entities. The nature in which an individual interact with the staff will categorize them as either a leader or a manager. In nursing the ability to delegate qualifies as an individual as a leader. A leader focus on the needs of the staff, motivate and encourage them to perform according to certain standards (Marquis & Huston, 2014). In this case a leader is identified in the manner in which he or she controls the internal environments. The risk taking traits of a leader indicate the distinct nature of the role. A leader nurse takes responsibility and guides the staff in accordance to the nurse ethics. A nurse leader identifies the strength of other staff members and utilizes to create an effective model (Kelly, 2012).

Management on the other hand is an elective or appointed position. A manager works based on goals set by an entity, a successful manager is one who performs according to expectation (Kelly, 2012). Management in this case is authoritative. Consultations are done on a horizontal basis. A manager defers form a leader in the manner in which decisions is arrived at. A manager works with an aim of improving the quality and output while leader works on the negatives and work on them to ensure an appropriate working environment is created (Marquis & Huston, 2014).

In some cases the two functions may overlap. In this case an authoritative manager may have the traits that qualify him as a leader. The manager works with the available staff while leaders work on their negative and motivate them towards better performance. He ensures the external and internal environments are functional and are effective to ensure quality

performance (AANAC, 2013). In this case policy making and execution are enjoined as a single function. This would imply that the two functions overlap. An effective nurse should aim at ensuring the overlap created by these two functions is harmonized and effective system created.

#### Reference

AANAC. (2013). Nursing Leadership: Management & Leadership Styles.

Retrieved from <http://www.aanac.org/docs/white-papers/2013-nursing-leadership---management-leadership-styles.pdf?sfvrsn=4>

Kelly, P. (2012). Nursing Leadership and Management. New York: Cengage  
Brains

Marquis, B. S. & Huston, C. J. (2014). Leadership Roles and Management Functions in Nursing: Theory and Application. New York: Lippincott Williams & Wilkins.