

# Leadership of nursing

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Leadership initiatives within nursing professional are critical inputs that significantly influence welfare of the patients, carer and health stakeholders at large (Sullivan & Decker, 2009). It encourages creativity and innovative practices that give a unique perspective to participatory approach of management, student nurses and patients. Nurses' ability to connect with patients and interact with other healthcare workers including doctors, administration etc. for optimal patient outcome reflect their leadership traits. Most importantly, exploiting their experience, promoting evidence based practice within nursing and challenging the status quo for higher learning outcome become the hallmark of nurse leaders. Nurse leadership is considerably supported by organizations that empower the workforce and encourage collective decisions and shared learning. Thus, magnet status activities within nursing indicate higher leadership capabilities of nurses in specialized cases and complex clinical situations.

Magnet hospitals provide better work environment to nurses through enquiry based learning and sharing accumulated knowledge for higher patients' outcome (Kramer, 1999). Consequently, such hospitals attract good nurses and retain them to provide high quality of care. Magnet activities provide constant learning environment and help empower the nurses to make effective decisions based on informed choices. Thus, nurses' initiative in critical situations evolves as key leadership trait that relies on best practices and evidence based knowledge to provide quality care. They also serve as mentors for RNs and guide them to identify their core competencies for higher healthcare delivery. Their competencies in clinical setting and their ability to share specialized knowledge with others are essential ingredients

that endow them with leadership qualities.

Nurse leaders exploit opportunities and progress from critical nurse specialist to teacher and advisor, later becoming part of hospital administration. It indicates their constant desire to test new approaches and establish new benchmark in the patients' care through shared knowledge and evidence based practice. As a nurse in magnet hospitals, therefore, significantly enhances their personal and professional image which is acknowledged by the peer group and other health workers. They become better equipped to respond to crisis situation and become proactive participants in creating awareness on public health. Moreover, magnet activities encourage them to empower not only their patients with information regarding their treatment but also seek their involvement in community healthcare needs. Thus, they also serve as nurse advocates who promote better understanding of diseases and interventions that would best suit the needs and requirements of the patients.

Nurse leadership becomes a vital aspect of effective healthcare delivery as it incorporates the environmental changes within nursing practice and uses acquired knowledge to provide superlative care. It influences core nursing issues like patients' outcome, empowerment of health workers including patients, job satisfaction within workplace, higher retention and acknowledgement of nurses' contribution to the healthcare industry and within clinical setting (Shirey, 2009). Most importantly, nurse leadership becomes highly desirable in different clinical situations that necessitate creative application of one's academic knowledge and practical experience for positive outcome. Their sensitive approach and ethically and legally

delivered quality care lends credence not only to their profession but also to the hospital where they work. Thus, nurses must constantly strive to develop leadership traits for personal and professional development.

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