

Personal reflection

[Health & Medicine, Nursing](#)



Leadership and Management Roll Leadership and Management I believe that leadership is the supremacy to stimulate people by words, actions and deeds using vision, faith and honesty. According to Grossman and Valiga (2009, p. 3), “ It is deliberative. It is not necessarily tied to a position of authority. A leadership role is something each one of us has the potential to fulfill.” In the field of nursing, it involves fairly inspiring co-workers to follow guidelines which should consist of both bureaucratic (procedural) and substantive (character-based) aspects. The procedural dimension of nursing leadership includes problem-solving and decision-making practice within the circle of ethics. The substantive aspect includes nurses’ knowledge, tough standards and guts to pursue directions regardless of opposition. According to Downey, Parslow, and Smart (2011), “ Identification of nurses with leadership characteristics is important so that leadership development and mentoring can occur within the nursing profession” (p. 517).

For me, the accomplishment of an organization depends mainly on value-based actions of the leader, as Grossman and Valiga (2009, p. 5) assert, “ Leaders are proactive in formulating goals, primarily because they typically arise out of some personal passion for a better world”. The goal of leadership is to make “ practical effort” (Zaleznik, 1981, p. 26) for the new comers to follow the way the leaders work. Grossman and Valiga (2009) affirm, “ In their relationships with others, leaders are concerned with what events and decisions mean to those who are affected by them” (p. 5). On the other hand, management is the process of determining goals and objectives while recognizing roles and responsibilities and meeting deadlines (Zaleznik, 2004). Managers stay in communication with employees; however, their

vision about organizational objectives is much shorter than that of the leader (Grossman & Valiga, 2009).

The ultimate goal of the leadership is to create such teams that work effectively to produce greater results. After taking these tests: “ Leadership Skills: Rate Yourself” (Grossman & Valiga, 2009, p. 20) and “ The Grossman & Valiga Leadership Characteristics and Skills Assessment” (Grossman & Valiga, 2009, pp. 16-19), I figured out that leadership and management are two different domains, but many people confuse one concept with the other. In first test, I scored 38, which means that I possess good leadership qualities. In second test, for part 1 I scored 52 as I confused leadership with management; however, for part two I scored 62 which demonstrated my leadership skills.

A leader I know is Jorge Llerena, RN-EMT, who has been a Florida Region American Heart Association Community Training Center Coordinator for over ten years. Over the years, I have seen him showing sufficient integrity in his behavior. For example, he conducts regular performance appraisals by reviewing employees’ performance regularly, and giving them sincere feedback. He has enough self-esteem in that he believes in his ideas and capabilities. He is extremely intelligent in understanding situations and acting accordingly. He quickly understands conflicts and reaches the best solution. He is very considerate toward ethical and legal issues of a situation. He always pays salaries in time. Bob is not open to experience. He is shy of trying new things. For example, he sticks to his technique of communicating face-to-face with employees rather than trying video conferencing. All of these qualities make him a successful leader.

References

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