

Principles of nursing leadership and management essay examples

[Business](#), [Management](#)



Leaders and managers serve as a bridge between the organization and the workforce. The role of leaders and managers are so paramount that it is central to the success or otherwise of an organization. Whatever the leaders and managers do have a direct bearing on the outcome of the goals and objectives of the organization. If leaders and managers perform their duties accordingly, organizational goals would be achieved. On the other hand, if they fail to perform to expectations, there might be setback in the process of achieving organization goals. The structure of an organization also has a direct bearing on the roles and characteristics of leaders and managers. An organizational structure consists of the various activities that are directed towards achieving organizational aims and objectives (Smith, 2011).

Organizational structure goes a long way in affecting the actions of organizations. Apart from determining which individual participates in various decision-making processes which in turn help in shaping the actions of the organization, it also provides a template for standardizing operating procedures and activities (Cherrie & Gebrekhidan, 2005).

The role of leaders and managers in providing a direction for the followership is greatly enhanced when the organizational structure is favorable for a healthy working environment. In a situation whereby the structure of the organization encourages autonomy and creativity, leaders and managers can discharge their duties with enough zeal to encourage the followership to also perform their own duties accordingly (Cherrie & Gebrekhidan, 2005).

In conclusion, leaders and managers occupy a paramount position in an organization because their actions enhance the achievement of organizational goals by providing appropriate direction to the followership.

The right organizational structure would positively influence the actions of leaders and managers.

Reference

Cherrie A & Gebrekhidan B (2005). Nursing Leadership and Management. Ethiopia Public Health Training Initiative. Retrieved on 1st September, 2013 from [http://www. cartercenter.](http://www.cartercenter.org/resources/pdfs/health/ephti/library/lecture_notes/nursing_students/LN_nsg_ldrshp_final.pdf)

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Smith A (2001). Magnet Hospital: Are you a transformational leader? Nursing Management. Sept 2011 Vol 42 No 9 Pp 44 - 50. Retrieved on 1st September, 2013 from [http://www. nursingcenter. com/lnc/static? pageid= 1236971](http://www.nursingcenter.com/lnc/static? pageid= 1236971)

Response 1

The passage was well written. It is important for leaders and managers to have the right motivation to work as this will also trickle down to affect the motivation of the workforce and spur them into achieving organizational goals. It is equally important for the leaders and managers to have the right support from the administration in order to conduct the affairs of the organization accordingly. The practical example that you gave about your previous workplace no doubt highlights the importance of having the right people in the right positions. I also like the way you highlighted the different types of managers. The manager's characteristic would also go a long way in determining the way in which organization goals are achieved (Smith, 2001).

If the right people are not employed as management staff, it may cause a lack of confidence in the leadership and eventually lead to workers not being

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able to perform their duties accordingly. Organizational goals would not be achieved.

Reference

Smith A (2001). Magnet Hospital: Are you a transformational leader? Nursing Management. Sept 2011 Vol 42 No 9 Pp 44 - 50. Retrieved on 1st September, 2013 from <http://www.nursingcenter.com/lnc/static?pageid=1236971>

Response 2

The piece is thoughtfully and practically written, although there are some grammatical and typographical errors in the write-up that threaten the flow of the idea. Nevertheless, I agree with the points you raised. Your opening statement was an attempt to define organizational structure. The "definition" comes off more like a statement about the importance of organizational structure than a definition of the term. Please correct me if I'm wrong. An organizational structure consists of the various activities that are directed towards achieving organizational aims and objectives (Smith, 2011). You went on to give the function of organizational structure which is logical. The way I understand your illustration about having good managers is that it is trying to explain that a positive workplace brings out the best in the workers. However, I did not really see a clear cut connection between the roles and characteristics of leaders and managers and the structure of the organization which the question was all about. Reading through the write-up, all the elements are there, but they were not clearly spelt out.

Reference

Smith A (2001). Magnet Hospital: Are you a transformational leader? Nursing

Management. Sept 2011 Vol 42 No 9 Pp 44 - 50. Retrieved on 1st September, 2013 from <http://www.nursingcenter.com/lnc/static?pageid=1236971>