

Personal plan proposal | leadership



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Personal development plan for a leadership would be to recognize areas for further development and encourage lifelong learning. It acts as a process of empowerment, self-assessment mentoring, continued renewal, role modeling, positive attributes, networking, and improvement on weaknesses. The proposed plan process describes how leader should lead by having the above mentioned skills to lead affectively. and support to help staff develop their capabilities.

I would reinvent as nurse leader who is innovative by possessing the following abilities such as; self-assessment, empowerment, mentor, continued renewal, role modeling, positive attributes, networking and improvement on weaknesses (Bleich & Kasiak, 2007). By having these trades will assist in support the staff to develop their capabilities and gain to be an efficient leader. I have never thought of myself as leader but I have been told that I possess the skills. The thought of being a leader sometimes alarms me because of all the stress, headache, which I have heard and seen managers or leaders' complaining about their job is never ending. But to be a great leader one must develop these characteristics to lead others which are the followings;

- Empowerment, delegate and encourage staff members to take responsibility.
- Mentor, give staff advice, guide, train, coach.
- Role model, set positive example for others to follow, give advice to develop leadership.
- Net working, is to maintain a positive relationship with other managers or staff.

- Self-assessment, of the self as a leader which will help measure the progress overtime.
- Continued renewal, consider the concerns of staff members and patient care.
- Positive attribute, as a leader one must possess an important element which is compassion.
- Improve on weakness, such as time management, multitask (ex. I sometimes pick up where others leave off. Picking up the slack in the workplace). Show how a weakness can be turned into strength.

I am happy to be a nurse and I like the way people responds to me when I tell them I am a nurse. Nurse empowerment as both individually and as a profession can be achieved. The fact that nursing has traditionally been thought of as a profession for only women but that has changed more men are nurses now than before (O'Grady & Mallock, 2003). The nursing profession has changed dramatically. There are so many opportunities for nurses now then before they can be political workers, publicists, journalists, speakers, researchers (Fitzgerald, T., 2000). We've expanded into so many different avenues. Since I became a nurse has helped me to have the vital critical thinking and decision making skills in doing my patient cares. Studies have been done at national level in recent years have asked nurses what factors supported to their job satisfaction. In general the most important factors reviewed were research on each of the following factors contributed to job satisfaction are the, productivity, burnout, turnover rates, and, empowerment (Fletcher, 2001). *Power is demonstrated as much by the attitude that one project as it is by the tasks that one perform. Some self*

analysis may be in order in terms of the attitude and image that you portray. It is important to act in professional manner but it is also important to look professional. Even dirty shoes and long acrylic nails can give the impression to others that we don't take ourselves very seriously in the regard. Power sometimes comes from others so it may be helpful to make connections. The truth is that sometimes "who you know" rather than "what you know" is important. Use the grapevine may or may not be accurate, so also do some investigation on your own. Make these connections for positive reasons and in a careful manner, such as to assist in your professional growth, rather than to win power or take power from someone else. Avoid confrontation, as it rarely helps anyone. Power without respect is hollow. We don't need to see ourselves as victims. We complain to each other about how bad our jobs are and how nursing is not what we thought it would be. It doesn't have to be that way. We can increase our involvement in our workplace whenever possible. We can continue to observe our environment, gather information and contribute whatever we can to make improvements. We can be a visible presence in the workplace, networking with others and asking questions. We can continue to practice professional ways to communicate our thoughts and needs, but recognize when using power may not be in our best interests or may increase hostility. We owe it to those who will come after us in the nursing profession as well as to ourselves to make an effort to change the degree of authority and power that we have. We can do it?

Self awareness is stated as knowing one's internal states, preference resources and intuitions. This is being conscious and being able to connect to our feelings and actions. By accepting and understanding our thoughts and

interpretation processes, one will have a clearer picture of what we want to achieve. And this will undoubtedly help in making wise and sound decisions in a personal or professional relationship.

Interview:

FF is the nurse manager of renal clinic at hospital. She is an R. N. whose leadership position is unique because she also created the program she is in charge of. F. F. had a vision and used her leadership skills to see that vision become a reality. The renal clinic began because there was a need. One of the qualities in an effective leader is the ability to recognize a need and take action to make that need met. F. F. started her nursing career after graduating from west state university by working in various areas and units. While working in these capacities one Dr A. B. approached her on several occasions about the need to have a renal clinic for diabetic patients. These patients population was not being served locally. F. F. would agree with him saying " yes", it would be nice to have a renal clinic", and that would be it. Then in that time F. F. needed to care for a sick family member. At the same time the hospital needed a manager and F. F. was filling in as an interim for the inpatient department. This position had a very demanding schedule that included weekends, being on call, and rotating shifts. And the hospital was not recruiting for a manager and what was supposed to be an interim position now did not have a foreseeable end. With a sick family member at home, F. F. needed more flexibility in her work schedule. This was the turning point that spurred F. F. to take action to meet the needs that were before her. The answer to F. F. personal dilemma took the shape of creating a renal clinic. F. F. could see that working in this specialty would give her the

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family friendly schedule she desired. She took the initiative in making the renal clinic a reality.

As it is mentioned in the article of Quantum leadership that " those who are not born leaders can acquire the necessary skills", (O'Grandy & Mallock, 2003). I believe anyone can be a leader by motivation and applying the self to become a leader. As a leader I would like to have a vision of greater good and initiate actions to achieve that vision. In making decisions to attain goals, as a leader I would create change and make that change a past history. In a nurse leadership often times they use personal traits to be beneficially and ethically which will influence others through a process where clinical and organization outcomes are achieved through joint efforts. As a nurse leader I would unite in building a relationship to empower staff or others that would led toward achievement. I like all the other elements of a nurse leader I don't have a less preference.

As a follower I would want a leader that has direction that can be trusted, have a vision and hope for the department or organization. The most valuable asset of a leader is honesty and trust. I want a leader that is honest with both his or her staff and the management. Another element that a leader must have is integrity. Once a leader compromises his or her integrity it is lost. That maybe the reason integrity is considered the most admirable trait. Leadership qualities are different for different position but one must be thinking for future scope of improvement, quality and quantity of in conducting business. The ideal leader must have a vision beyond what is here today know where the business is headed and be able to use that vision to move the department forward.

I would help my peers to become better by being a great leader that my peers can look up to and depend on. As, a leader I need the ability to lead because there is a certain quality to manage a problem if my followers can't face the problems on their own. This leadership quality is extremely important because if the leaders do not possess some special ability, then there won't be anything that will distinguish him/her from his/her followers. As a leader I would motivate my team mates for good work and maintain healthy environment. And make my first priority is safety for the workers and see that they are not exploited by superiors. These are some of the many ways that I can lead and have followers.

Reference

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