

NURSING LEADERSHIP & MANAGEMENT

LEADERSHIP & MANAGEMENT

LEADERSHIP/ leaders	MANAGEMENT/ managers
influencing the behavior or actions of a person or group to attain to the desired objectives	Directs actions towards common goals
May or may not have recognized authority in the organization	Holds an assigned position
Power to influence others Effective communication and interpersonal skills	Decision making powers Control over certain processes

CHANGE- STRATEGIES

a) EMPIRICAL-RATIONAL

- ☐ Objective Data
- ☐ Logic & Reason
- ☐ E.g. you encourage your friend to stop smoking, how would you do it?
 - ✓ "Smoking is detrimental to your health and it causes lung disease"

b) NORMATIVE-REEDUCATIVE

- ☐ Teaching to adapt more socially acceptable alternatives
- ☐ E.g. Smoking → Chewing Gum

c) POWER-COERCIVE

- ☐ With force
- ☐ E.g. Graphic images in the cigarette boxes

KURT LEWIN'S THEORY OF CHANGE

1) Unfreezing

- ☐ Realization a need for change

2) Moving

- ☐ Planning & Implementation of the change
- ☐ E.g. Using 10 cigarette packs to 7 packs

3) Refreezing

- ☐ New habit/behavior becomes stable and is integrated in one's life

LEADERSHIP THEORIES

1) GREAT MAN THEORY

- ☐ Great leaders are **born & not made**
- ☐ Leaders are in the DNA
- ☐ E.g. Royal families

2) TRAIT THEORY

- ☐ Persons have certain **innate** abilities, personality traits or other characteristics to be leader
 - a) Physical attributes
 - b) Intelligence attributes

3) CHARISMATIC THEORY

- ☐ Leaders possess an **inspirational** quality and **emotional** commitment from followers
- ☐ E.g. Religious leaders, Politicians

4) CONTINGENCY THEORY/SITUATIONAL THEORY

- ☐ Leader's ability to lead **depends upon the situation**

5) PATH GOAL THEORY

- ☐ Focuses on **motivation and productivity**
- ☐ Positive Reinforcement (Rewards) increases the repetition of a **GOOD** behavior
- ☐ Negative Reinforcement (Punishment) decreases the repetition of a **BAD** behavior
- ☐ E.g. Improving attendance and punctuality of staffs:
 - ✓ Giving recognition

6) TRANSACTIONAL THEORY

- ☐ **Reward & punishment**
- ☐ **NOT** long-lasting

7) TRANSFORMATIONAL THEORY

- ☐ **Inspirational**
- ☐ Transforms personalities and behaviors of a person within

LEADERSHIP STYLES

Nursing Leadership And Management Contemporary Strategies

Gertrude K. McFarland



Nursing Leadership And Management Contemporary Strategies:

Nursing Leadership and Management Gertrude K. McFarland, H. Skipton Leonard, Martha M. Morris, 1984-01-01

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Dimensions of Nursing Management S. W. Booyens, 1998-01-28 This book details and explains the nurse manager's tasks in a health service organisation giving the practitioner and student a solid in depth grounding in essential managerial skills The text deals with quality assurance and improvement strategic health and human resources planning the design and commissioning of health service facilities group dynamics labour relations job evaluation leadership staff development financial management Appropriate practical examples supplement theory and ensure the relevance of this five part multi authored book which deals with all the basic managerial skills the modern nurse needs to provide a nursing service

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web le coffret contient une fausse araignée un paquet de chewing gum arroseur des lunettes de myope et une fausse vitre brisée et l édition en format poche de tu comprendras quand tu s ras grand le 10e album de la série kit des 400 coups le est un volume de la série petit spirou le par janry et tome paru en 2010 selon