

# NURSING LEADERSHIP & MANAGEMENT

## LEADERSHIP & MANAGEMENT

LEADERSHIP/ leaders	MANAGEMENT/ managers
<b>influencing</b> the behavior or actions of a person or group to attain to the desired objectives	<b>Directs</b> 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

**G Orfield**



## **Nursing Leadership And Management Contemporary Strategies:**

## Unveiling the Energy of Verbal Beauty: An Psychological Sojourn through **Nursing Leadership And Management Contemporary Strategies**

In some sort of inundated with displays and the cacophony of instantaneous communication, the profound energy and emotional resonance of verbal art frequently diminish in to obscurity, eclipsed by the constant onslaught of noise and distractions. However, located within the lyrical pages of **Nursing Leadership And Management Contemporary Strategies**, a interesting work of literary beauty that impulses with fresh feelings, lies an unforgettable journey waiting to be embarked upon. Penned with a virtuoso wordsmith, this enchanting opus manuals visitors on a mental odyssey, gently revealing the latent possible and profound impact embedded within the delicate internet of language. Within the heart-wrenching expanse with this evocative evaluation, we shall embark upon an introspective exploration of the book is key subjects, dissect its fascinating publishing type, and immerse ourselves in the indelible impression it leaves upon the depths of readers souls.

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