1.1: Introduction

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Gifted leadership occurs where heart and head—feelings and thought—meet. These are the two wings that allow a leader to soar.

—Goleman, Boyatzis, & McKee (2002, p. 33)

INTRODUCTION

Leadership does not occur in isolation. Leaders influence change by helping group members to accomplish their objectives. This chapter will provide you with a deeper understanding of the behaviours associated with the following terms: leadership, management, mentorship, and followership. The development of emotional and social intelligence will also be discussed as an integral aspect of effective leadership.

Learning Objectives

1. Discover your strengths and opportunities for growth as well as group members’ strengths and opportunities for growth.
2. Define the characteristics of leadership, management, mentorship, and followership.
3. Identify the differences and similarities between nurse leadership and nurse management.
4. Propose conclusions regarding the role of mentorship within health care settings.
5. Propose conclusions regarding the role and value of self-development.
6. Propose conclusions regarding the importance of social and emotional intelligence in leadership development.

7. Gain an understanding of the Canadian Nurses Association’s Position Statement on Nursing Leadership.

8. Examine and describe common leadership styles (i.e., servant leadership, resonant leadership, dissonant leadership, management by exception, and laissez-faire leadership), then identify your preferred leadership style.