2.6: Summary

SUMMARY

The rapid societal changes and increasing complexity of society are demonstrated by the appearance of many different leadership styles. Excellent nurse leaders are aware of the circumstances within their own workplace environments and demonstrate a willingness to adapt their leadership styles accordingly. Outstanding leaders ensure the provision of quality patient care while also promoting the achievement of organizational goals and objectives.

After completing this chapter, you should now:

1. Have discovered your strengths and opportunities for growth as well as group members’ strengths and opportunities for growth.
2. Be able to define the characteristics of leadership, management, mentorship, and followership.
3. Be able to identify the differences and similarities between nurse leadership and nurse management.
4. Be able to propose conclusions regarding the role of mentorship within health care settings.
5. Be able to propose conclusions regarding the role and value of self-development.
6. Be able to propose conclusions regarding the importance of social and emotional intelligence in leadership development.
7. Have gained an understanding of the Canadian Nurses Association’s Position Statement on Nursing Leadership.
8. Have examined and be able to describe common leadership styles (i.e., servant leadership, resonant leadership, dissonant leadership, management by exception, and laissez-faire leadership), and identify your preferred leadership style.
Exercises

1. What are the key personal attributes required to lead, manage, and follow? What are the differences between leadership, management, and mentorship?

2. Why is complexity science important to our understanding of nursing leadership, management, and followership?

3. Read “The Value of Active Followership” by J. Whitlock (2013) and identify the common human factors that can affect risk, then write a poor followership scenario for a typical RN clinical day. (Keep it short—300 words or less). Now rewrite the poor followership scenario as a good followership scenario. Identify the common human factors that can affect risk.

4. Reflect on a situation you’ve experienced related to nursing where you encountered frustration and reacted poorly. Considering your new learning on emotional and social intelligence, how will you react to similar situations in the future?

5. What is your preferred style of leadership? Why did you choose this style? How will you display this style of leadership as a student nurse?

6. When do you think it is most appropriate to employ (a) a relational leadership style, and (b) a task-oriented leadership style? Why? Give an example.

REFERENCES


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