Various Leadership Types in Nursing

Merrill Sloan May

Albany State University

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There are many different definitions of leadership depending on the field. In the various elements of leadership are different leadership styles. In healthcare the various leaders with different styles work together to help influence others and to create committees and many of the management groups,

**Leadership Styles**

Three of the main leadership types that are exhibited my most are Authoritarian, Laissez-Faire and Democratic. The authoritarian leader does not take input from other people and they are very strict. These nursing managers normally punish the other nurses and generally have a zero tolerance policy that can become very damaging to the other nurses because of unfair processes. The Laissez-faire leader is usually a very laid-back type of leader; they do not take charge in many situations and usually don’t work well as an actual manager. These type of managers act like they don’t really know or understand what is going on and can to lead to many nursing errors due to the lack of leadership. Democratic leaders taking everyone’s opinion into account before making decisions, they seem to form relationships with other employees, which help the day-to-day functions.

I personally feel that the best style of leadership would be the democratic leader. Many nurses do not want to work under or with someone who has no input on how things go like the laissez-faire leader, nor do they want to work for the authoritarian type; these seem to be more like dictators and are many times hard to please.

**Effective Leaders**

An effective leader is a very essential part of a group of nurses. A Transactional leader deals with the problems at hand; they use forms of rewarding and punishment to be certain that things are done correctly. These are done to motivate the other employees/nurses. A Transformational leader helps empower the other employees to do the right things rather than rewarding or punishing them. This type of leadership allows nurses to use their knowledge to make informed decisions as well as to inspire these people to do their part.

 I feel that the Transformational leaders are more effective leaders. Empowering the other nurses/employees to make decisions as well as allowing them to feel included makes for a more positive work environment.

**Leadership Roles**

 In my last three jobs I have held leadership positions. I try to be a very understanding person however don’t want to fall in to the laissez-faire style, I don’t want people to feel like they can run over me, or that I don’t know what I am doing. I prefer structure and feel that it is a very positive thing to have in the workplace. I think that people need to have expectations so that everyone knows what needs to be done, but I also feel that things should not be run so strict that they feel that they are working in a dictatorship type environment. I feel that empowering others is a great way to get people involved and to get them to WANT to do the right thing.

 My leadership role once I have become an RN will be much the same as my role is now. I will be in charge of training new employees as well as making sure that the day-to-day clinical operations are complete, I will schedule and plan out the physicians surgery days and surgical procedures. I will also continue to set up and work with the patients doing in office surgical procedures. I plan to continue my same leadership style as being a democratic leader, I want people to enjoy coming to work and want people to feel that they have input in what goes on and want them to be able to make suggestions for things that could be new or done differently.

 I feel that leadership is important because it is always good to have someone to look up to, someone to be the head of the group that each person can go to if there are problems or questions. I think that having someone to delegate tasks can also be good if that needs to be done if employees/nurses are unable to do that amongst themselves. Having a positive leader around to also help empower all of the other employees can also make for a more positive work environment.

**Conclusion**

Depending on the situation the word “leadership” can have many definitions; with these definitions are many different styles and types of leaders. Many nurses or people in leadership roles should decide what style they have and decide what type of leader they are. A good or bad leader can have a big impact on an entire staff.

References

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