

Leadership Interview Paper

NURS 490W – Nursing Leadership

Purpose of Assignment

The purpose of this assignment is to promote leadership in students by allowing the student to gain insight into nursing leadership roles via an interview with a nursing leader. Using a structured and organized interview process, the student will describe the leadership style and leadership skills of the nursing leader as well as reflect on personal leadership traits. The discussion of a challenge in healthcare should relate directly to managing these units, facilities, etc., and what has been implemented for best management practices and safety.

Student Approach to Assignment

I admire one of the nurse mentors in my unit because she reflects the values and statements of the INOVA hospital system and her role as a nurse. She is empathetic and understanding; she advocates for others and cares for her patients and the nurses she mentors. From interviewing and observing her, I learned what it is to be a good nurse and leader. Her communication style is that of a transformational leader in which she fosters a positive environment, encourages growth, and higher aspirations in others. She inspires me to be a better nurse, remain passionate, and care for my patients and others.

Reason for Inclusion of this Assignment in the Portfolio

This assignment holds significant value as it represents the traits and styles of leadership that I aspire to embody. This paper was written about a great leader who possesses the attributes of empathy, patience, creativity, integrity, honesty, positivity, and passion. She demonstrates these leadership skills daily by helping the nursing staff and patients on the unit. This type of leader is the epitome of what I would want to be if I were to become one.

Domain 6: Interprofessional Partnerships

- o (32) *Adhere to the registered nurse scope and standard of practice.*

The standards of practice discussed in this paper are advocating, delegating, and prioritizing. The nurse leader I chose to write about demonstrates her ability to prioritize in her practice by ranking her tasks in the most critical immediate tasks to get done first and prioritizing patient care or nurse mentors first. Nursing leaders delegate to nurses the responsibilities and tasks that they need to accomplish to reach their goals. Nursing leaders advocate for their nurses to ensure they get what they need to succeed and advocate for their patients.

Domain 9: Professionalism

- o (41) *Apply principles of professional nursing ethics and human rights in patient care and professional situations.*

Throughout this paper, I discuss applying ethical principles by demonstrating honesty and integrity in communication with colleagues and patients. Ethics guides nurses to maintain and develop trusting relationships with their patients. Honesty and integrity represent the ethical principles of nursing, and a good leader will reflect these values by building and establishing communication with patients and meeting their needs.

o (42) Advocates for professional standards of practice using organizational and political processes.

In the organizational and political processes of the hospital, a nursing leader must advocate and communicate the needs of the nursing staff to ensure they can do their jobs and meet the needs of the patients by having adequate resources and staff. The nurse leader will help delegate to nurses proper evidence-based practice (EBP) guidelines for procedures and duties. Professional standards of practice differ from staff nurses to nurse managers because the managers have an added layer of communication and procedural guidelines to follow and communicate to staff nurses, such as when changes need to be followed or changed to maintain EBP guidelines. I chose to focus on a nurse leader in my unit to follow the example so that one day if I am in a leadership position, I will apply the same principles to my practice.

Domain 10: Personal, Professional, and Leadership Development

o (15) Delegates and supervises the nursing care given by others while retaining accountability for the quality of care provided.

A nurse leader can delegate responsibility to others and take responsibility for that care. In this paper, I discuss delegating to unlicensed assistive personnel to help with activities of daily living with patients. The mentor in this paper delegates some responsibilities to nurses on the unit, like myself, and to the new nurses and keeps them accountable for training.