Taking the lead... is leadership at a fundamental level. It is being aware of who you are and not being afraid to rock the board and being ready and willing to take risk.

Have you ever wondered why some people are good leaders and others are not? Has it ever occurred to you that one of the reason that some individuals are good leaders is that they know and have a strong sense of who they are. Yes, leadership is the use of one’s skills to influence others to perform to the best of their ability.

Leadership Spectrum

Leadership spectrum is like a rainbow where it has different colours, leadership is also multi coloured or multidimensional power.

There is nothing permanent except change. Who wants change? Who needs it? And who asks for it? We usually are not prepared for it, cannot control it and do not like it.

Even though we know that changes are inevitable and not based on our own personal needs, seldom are we prepared for many of the events that occur. What is happening in our health care system today is an excellent example of change that is hard to understand, hard to accept and perhaps not wanted.

Interest in and tolerance of change varies and depends on the approaches not being judged as good or bad. However, once change is viewed as an inevitable fact of life, then steps can be taken to learn how to view the change in a positive way.

Every change situation contains personal, preferred and organizational change dimensions; the nurse must be prepared to address these aspects of any change.

Nurses who want to take the lead must be able to see these changes as opportunities and not as threats and be willing to move even though there is risk.

The leadership spectrum represents the facts and connection among the priorities recognizing that all viewpoints are essential in effective decision making and action planning. Each segment on the wheel captures a priority that increases in importance during a specific stage of the life cycle priorities shift, and the direction of the point in each priority indicates the typical progression around the wheel. Deviating from the standard progression or jumping across the wheel is more difficult than moving sequentially around it.

Leadership and Self Knowing

Research suggests that knowing self is a very important aspect of being an effective leader.

Knowing self is the prime concept of a leader since it is interrelated with individual inspiration, motivation, behaviour pattern, cognition and in relationship with the environment.

A Leadership Conundrum

Too frequently leadership is equated with vision although vision without implementation is a hallucination. The only tangible output from these lofty statements frequently are discarded pile of posters, banners.
Visions cannot be competitive advantages, since they are easily replicated; consistent pronouncements cannot transform an unrealistic vision into a successful reality. Vision does not equal leadership and words do not equal accomplishment.

Leadership conundrum involves performance, execution, and achieving the results that derive from setting an appropriate direction, motivating others to implement it, and measuring effectiveness.

To Develop A Great Leader

- Uncompromising Integrity: It is the foundation for quality and service to both internal and external customers. The leader with this character is like a “flash in the pan”

- Absence of Pettness: The greatest drain of energy in an organization is pettness. Eliminating the results of high energy will not make an effective leader.

- Work on Things by Priority: The results in stability under pressure and makes for an excellent problem solver. A leader works by priority and prepares a daily priority list; he or she starts with #1 and doesn’t deal with #2 when finished, but instead deals with the new #1 and so on.

- Courageous: Leaders don’t lead life meekly. They know there is a deep well of courage within each of us, whether or not we use it. Leaders do what they fear to keep, fear from taking change. Their Fredo is “It’s always too soon to quit”.

- Committed: Leaders know that they won’t die an early death by working hard; instead they love their job. They never hear low achieves saying “Slow down; you’re going to ruin your health”. Their work is a developed art form.

- Goal Oriented: Leaders understand that lack of goal leads to process of both physical and mental shut down. Focus is an antidote for pain in the accomplishment.

- Unorthodox: Leaders are creators, the innovators and they think-outside the box types. They learn from their success and failures. They are originals and not copies.

- Inspired Enthusiasm that is Contagious: Leaders grow enthusiastic as they achieve their daily goals which are part of their larger plans, not just daily
tasks. They are actually aware that without this contagious enthusiasm whatever mood they have will be contagious.

- **Level Headed in Times of Crisis**: These people will not come apart or cry in their beer. They are steady and therefore grasp the needed facts quickly. They know that overcoming conflict is strength gained.

- **Desire to Help Others**: Leaders know there is no saturation to education and that *passing along* knowledge and growth experience builds synergistic relations and camaraderie.

**Leadership: Personality, Behaviour or Style?**

The search for effective leadership characteristics personality traits or personal attributes has not been productive.

Leadership behaviour research in laboratories at Harvard University found the behaviour characterized by

- Activity
- Taskability
- Likability

And the other two leadership types of behaviour are:

- Job centred behaviour
- Employee centred behaviour

Initiating structure, consideration on the other hand refers to behaviour of leader.

Leadership behaviour is based on the personality of the individual. So behaviour and personality are like both sides of a coin.

**Leadership styles are clusters of behaviours and they are**

- Authoritarian leadership style
- Democratic leadership style
- Lassize - faire leadership style

Therefore leadership is a sandwich of individual's personality, behaviour and style.

**Approaches for Leadership Qualities**

- Continue to learn and grow.
- Seek out a role model or a mentor.
- Maintain your personal physical resource.
- Retain an open mind and develop flexibility.
- Demonstrate respect and consideration for others.
- Believe in yourself.

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3. Medically fit

4. Candidate in Service should apply through proper
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