DEVELOPING LEADERSHIP ABILITIES IN NURSING

Mrs. Lakshmi Ravi

The development of Nursing to what it is today has been uneven erratic and full conflict and struggle similar to that of all other professions where women constitute a majority of the workforce. At present, Nurses have an extended role. In order to prove their efficiency as important members of the healthcare team, they have to find ways of influencing, informing and enlightening the patients and the public in general. When developing or exercising the leadership abilities, one needs to consider the factors that influence the leadership style of an individual within an organization. The factors that influence or draw out the inherent leadership capabilities of an individual are:

1) Influence of People: Parent, educators, colleagues, supervisors at all level of an organization, spouse, friends, physicians, patients & authors.

2) Organization and its work atmosphere also attributes to cultivation of leadership quality.

There are some significant differences in the leadership styles between male managers and female leaders which have great impact on nursing:

<table>
<thead>
<tr>
<th>Male Managers</th>
<th>Female Leaders</th>
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<tbody>
<tr>
<td>Work at an unrelenting pace</td>
<td>More consistent &amp; steady pace.</td>
</tr>
<tr>
<td>Immersed in day to day activity</td>
<td>Determined about long term goals.</td>
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<tr>
<td>Having difficulty in sharing information</td>
<td>Focus is on being accessible and helping</td>
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<tr>
<td>Identifying themselves with their job</td>
<td>Thinks in terms of the vision of the Organization and relationship to the society</td>
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<tr>
<td>Focus on completion of tasks &amp; achievement of competitive goals</td>
<td>Making time for activity not relating to work especially family.</td>
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It is essential therefore to take into consideration all these factors world of health care education, nurses must position themselves as

<table>
<thead>
<tr>
<th>Nursing Education</th>
<th>Nursing Practice</th>
<th>Nursing Administration</th>
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<tbody>
<tr>
<td>Appropriate selection of candidates</td>
<td>Developing potential human resources and investing in the future</td>
<td>Delegation and Decentralization</td>
</tr>
<tr>
<td>Promoting competence, efficiency, confidence and a personal value system</td>
<td>Furthering education, Mastery of interdependence, High standards of integrity</td>
<td>Providing challenges to meet unique abilities</td>
</tr>
<tr>
<td>Research and literature based</td>
<td>Critical thinking and problem solving</td>
<td>Reversing negative situations</td>
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</table>

Developing ones own style and making unique contribution to the organization

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leaders to provide high quality cost effective health care and should be involved in health care planning. This will lead to both self satisfaction and consumer satisfaction.

BIBLIOGRAPHY

Journals:

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4. Lecturers: Medical Surgical Nursing, O.B.G., Psychiatry, Paediatrics & Community Health Nursing.

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