

LEADERSHIP IN NURSING

Miss J. D. Powar

Miss J.D. Powar, Nsg. Supdt. of Miraj Medical Centre, exhorted the student nurses to emulate the good leadership shown by Mahatma Gandhi to grow as effective leaders in their profession.

Miss Powar was speaking at the 4th Biennial conference of the Student Nurses Association in New Delhi on October 9.

Speaking on "Leadership in Nursing" she listed the qualities of a good leader, the areas and types of leadership, and the results of good leadership.

She said the student nurses were the future aspiration for good leadership in their profession and therefore, they should subject themselves to self-examination and analyse the areas where they could exhibit their leadership effectively.

Miss Powar said that in nursing profession today the major concern must be the development of good leaders. The profession needed more leaders in Nursing Administration, Nursing Education and more so in Nursing Care. The role of the nurse was fast changing from one who "gives care to one who directs and supervises the care given by her team."

The old concept of autocratic supervision was no more effective in the face of democratic leadership. Today's leaders would have to realise this fact, she emphasised.

The art of being a leader was the art of developing people. A good leader must have professional as well as general knowledge which was equally important to keep abreast with the happenings outside her professional sphere.

She must be willing to accept responsibility rather than evading it. The responsibility was her commitment to the profession, she said.

She must also be committed to the cause of her profession. Hard work was necessary to promote effective leadership. A leader must also be a good follower. She must

be able to accept the right thinking, right action and the right aim, she said.

The nursing leader must be able to give, direct and supervise good care to her patients which calls for a thorough knowledge of her subject.

She must be interested in people and must be able to communicate with them effectively.

She must possess the capacity to grow in knowledge, efficiency and leadership. She must be a professional thinker and must be able to take up any adventurous tasks. "Prepare yourself even to go to the moon with your profession," she told the students.

Good health was another factor. An healthy leader will have control over emotion and can think rightly in times of crisis.

Speaking on the areas of leadership, Miss Powar said, a good nursing leader must be good at the bedside, in the family and in the community. In Nursing Education she must not be satisfied with the elementary knowledge of her profession. She must aim at higher studies to be master of her profession and even try to excel those in the medical profession.

In Nursing Administration she must be a versatile leader. She must possess knowledge in allied subjects and must be able to lead her group in the changing pattern of the society. She must possess knowledge in politics, economics, technology and humanities.

A good leader should also attain leadership in her professional organisation. Participation in its activities gave her direction and opportunity for communication.

Miss Powar asked the nursing leaders to create a climate for the budding leaders to develop their talents in leadership. The suppression and discouragement seen today was unfortunate, she added.

Effective leadership depended on planning and organisation,

Beatitudes of a Leader

The following quotation was read by Miss J.D. Powar at the SNA Conference in New Delhi. She was speaking on Leadership in Nursing.

"Blessed is the leader who has not sought the high places, but who has been drafted into service because of her ability and willingness to serve.

Blessed is the leader who knows where she is going, why she is going and how to get there.

Blessed is the leader who knows no discouragement, who presents no alibis.

Blessed is the leader who knows how to lead without being dictatorial. True leaders are humble.

Blessed is the leader who seeks for the best in those she serves.

Blessed is the leader who leads for the good of the most concerned, and not for the personal gratification of her own ideas.

Blessed is the leader who develops leaders while serving.

Blessed is the leader who marches with the group, interprets correctly the signs of the pathway that leads to success.

Blessed is the leader who has her head in the clouds but her feet on the ground.

Blessed is the leader who considers leadership an opportunity for service."

assigning responsibility, guidance, co-ordination, co-operation, participation, observation and evaluation.

Effective leadership brings right direction and spirit of co-operation. It develops good human relationship which was very important in good patient care.

Miss Powar asked the students to examine themselves and analyse the areas where they could develop leadership effectively in order to take up the leadership tomorrow, in order to be useful members of the profession and the society as well.