Leadership competencies: knowledge, skills, and aptitudes nurses need to lead organizations effectively

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The healthcare workplace is comparable to what a person sees when looking through a kaleidoscope: as the moments pass, an endless variety of patterns emerges. Undesirable patterns that have materialized include the widely publicized shortage of nurses in the workforce and the high rates of turnover among nurses. Healthcare organizations increasingly depend on recruitment and retention of nurse-managers to reverse these trends. Critical care nurses become leaders through a variety of routes, many of which do not include formal managerial training or education. To produce positive results, critical care leaders need effective strategies to manage departmental operations and inspire staff. One strategy used by chief nursing officers, professional nursing associations, and employers is to design and implement formalized critical care leadership and managerial training programs that are evidence based and results oriented. In “Leadership Research in Business and Health...
Nurse leadership skills are vital in advancing your career and improving patient outcomes. Developing your nurse leadership qualities enhances your leadership skills. Learn five ways you can improve your leadership skills in this guide. Graduate level training improves your competencies, which provides additional assurances to patients and peers that you’ve acquired the specialized training required to provide safe, quality care and take on leadership roles. When you work to develop your communication skills, you also improve your nurse leadership skills and effectively learn how to guide, motivate, influence and persuade others to exceed your goals. 5. Get involved. “A good leader knows when to lead and when to follow,” advises Carter. A competency framework defines the knowledge, skills, and attributes needed for people within an organization. Each individual role will have its own set of competencies needed to perform the job effectively. To develop this framework, you need to have an in-depth understanding of the roles within your business. To do this, you can take a few different approaches: Use a pre-set list of common, standard competencies, and then customize it to the specific needs of your organization. Use outside consultants to develop the framework for you. Create a general organizational framework, and use it as