**Leadership in Practice Assignment**

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**Introduction**

Leadership has grown to become an essential concept of nursing. Nurses that understand how to lead are usually successful in their endeavors. This paper looks at the idea of nurse leadership. The paper is split into three sections, each discussing an essential leadership aspect. The first section discusses nurse leadership competencies. The second looks at four management functions and the last looks at how leadership competencies relate with the four management functions.

**American Organization for Nurse Executive (AONE): Nurse Executive Core Competencies and Skills**

AONE highlights four competencies that an effective nurse leader should have to be productive. First, the nurse must have effective communication and relationship-building skills (AONE, 2015). The nurse leader should be able to make oral presentations to diverse audiences. In addition to having excellent communication skills, the leader must form and maintain collaborative relationships between the nurses and the community in which they work. Secondly, a practical nurse leader must have healthcare knowledge (AONE, 2015). The leader must demonstrate knowledge of current nursing practices. The leader must be acquainted with different nursing roles and functions. Thirdly, nurse leaders must be professional, which is fundamental for success in any leadership field. At times, professionalism means taking personal responsibility for actions within the healthcare workplace, displaying ethical behavior, and, more importantly, the nurse must be an advocate for productive healthcare actions. Lastly, an adequate nurse leader must be familiar with basic business principles and skills. This will ensure that the nurse effectively manages instances, including operating budgets and nursing expenditures.

Communication and relationship building is one of the most vital skills that I currently possess. Having the ability to listen and communicate effectively in both written and verbal makes one seem trustworthy, which is a factor that drives inspiration within then workplace (Nohria & Khurana, 2014). Effective communication and relationship building skills also enhance an individual’s ability to motivate and lead. Communication and relationship building may prove useful in instances such as collaborating with other hospital leaders. In most cases, being willing and fostering interdisciplinary collaboration by communicating may be required.

**Four Management Functions**

Conkright (2015) notes four critical management functions in his article: planning, organizing, leading, and controlling. In the nursing field, the planning stage is where the outcomes and goals are formulated. Planning for results and goals is critical as it directly impacts patient care and overall patient outcome. Organizing is the second function, and it is somehow related to planning. Nevertheless, in this case, nurse managers determine what tasks are to be done and the people to conduct them. They also organize and identify the roles and responsivities of each individual at this stage. Leading is the third function, and in this case, nurse managers have to inspire initiative that enhances nursing practices and outcomes. Individuals in this stage heavily rely on personal abilities to inspire and motivate their teams. Controlling is the final function in Conkright’s article. This function is significant when measuring the progress attained by the nursing department.

All the functions noted above are essential in the nursing field. For instance, good planning leads to the creation of reasonable organizational objectives and, more importantly, leads to the establishment of alternative approaches that help attain the set goals (Roussel, 2012). Organizing is critical as it brings people and the objectives together in such a way that they are both combined and interrelated into one unit that can be directed towards set goals. Leading and controlling play a similar role; the leader leads by establishing ethical examples and guiding others through the set objectives.

**Synthesis of Concepts Definition of Leadership**

The AONE nurse competencies are more innate than the four management functions (Waxman et al., 2017). This means that the AONE nurse competencies are qualities that individuals can be born with: talents. On the other hand, the four management functions are technical and somehow mandatory (Waxman et al., 2017). Without these functions, it can be challenging to attain success in nursing management. Also, it is critical that nurse leaders have at least one nurse competence and more importantly, this competence must be utilized alongside the four management functions.

**Summary**

Nurse leadership is a complicated discipline; however, it is possible to attain success with the right skills, abilities, and competencies. Competencies, including communication, knowledge, professionalism, and outstanding business skills, can help a nurse leader achieve productivity. Moreover, the four management functions must also be included in a productive nursing department. A professional nurse must understand the importance of planning, organizing, leading and controlling.

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