

Every Nurse is a Leader

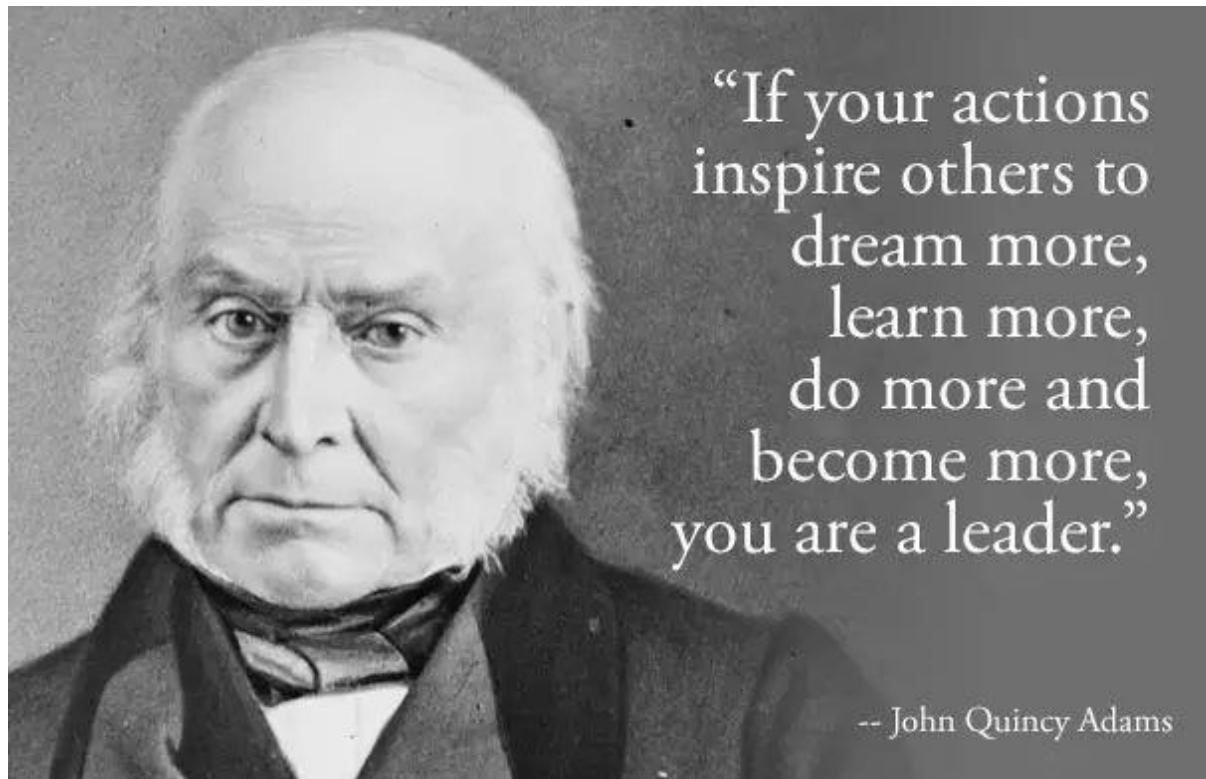


FLORIDA ATLANTIC UNIVERSITY.

Making Waves

**2019 State of the Art of Nursing Conference
Omaha, Nebraska**

Stand Up if You Agree



“If your actions
inspire others to
dream more,
learn more,
do more and
become more,
you are a leader.”

-- John Quincy Adams

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Our Objectives

1. Describe why every nurse is a leader.
2. Identify ways to better manage yourself through self-mastery.
3. Discuss cutting edge strategies to improve your leadership skills.



Making Waves

A decorative banner at the bottom of the slide features the words "Making Waves" in a large, elegant, cursive script font. The banner is light gray and spans the width of the slide. Below the banner is a horizontal strip showing a collage of various images, including people, palm trees, and architectural structures, in shades of blue and gray.

Truths about Leadership

1. Leadership has nothing to do with seniority or one's position in the hierarchy of a company.
2. Leadership has nothing to do with titles.
3. Leadership has nothing to do with personal attributes.
4. Leadership isn't management.



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More Truths about Leadership

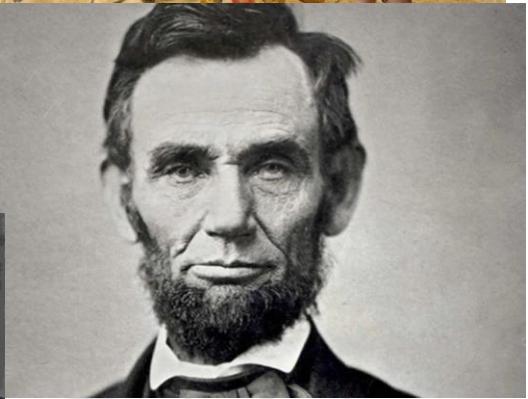
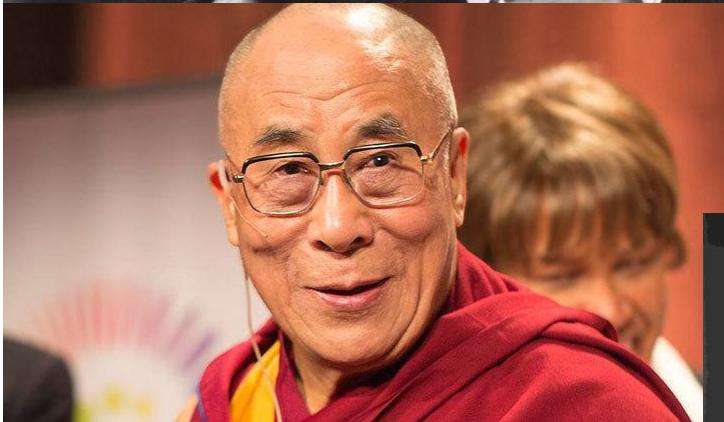
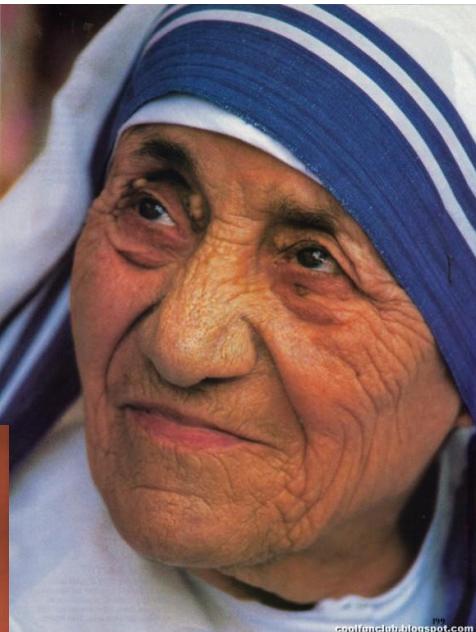
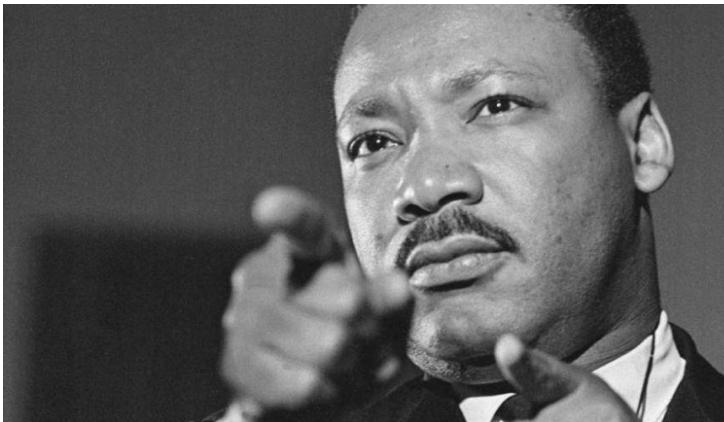
John Maxwell: "Leadership is **influence** - nothing more, nothing less." – not power or authority.

Peter Drucker: "The only definition of a leader is someone who has followers." – someone has to be listening.



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What do You Think Makes a Great Leader?



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The Research on Leadership

What do Followers want in a Leader?

- ✓ Trust
- ✓ Stability
- ✓ Compassion
- ✓ Hope



Gallup Corporation 2017

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Leadership is an Inside Out Job

“The first person you must lead is yourself.

The hardest person you will ever lead is yourself.”

John C. Maxwell

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Three Components of Self- Management

1. Self-knowledge
2. Emotional Intelligence
3. Resiliency

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Self-Knowledge

1. What are my strengths?
2. How do I get things done?
3. What are my values?
4. Where do I belong in the world?

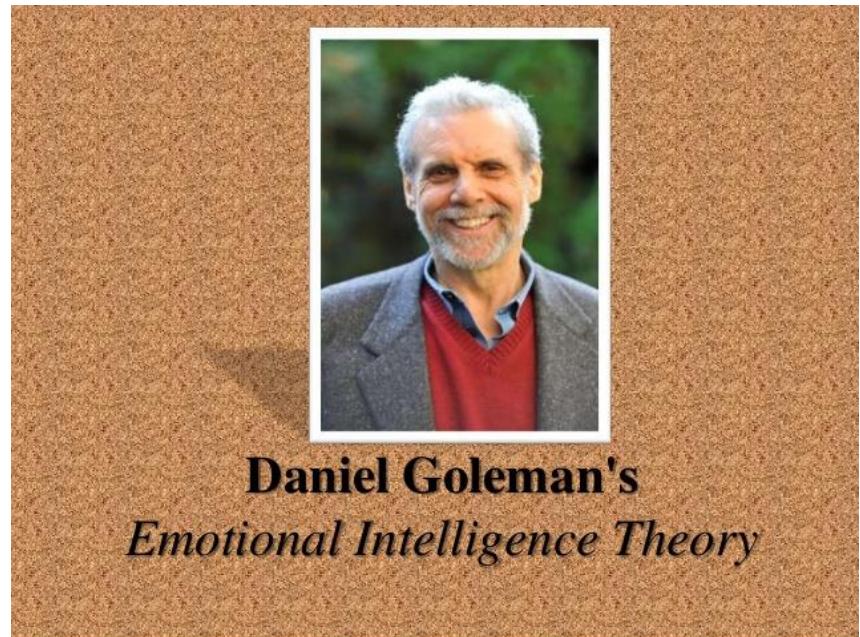


Drucker, P. F. (1999). Managing oneself. *Harvard Business Review*, 77(1), 20-24.



Emotional Intelligence

- Self-awareness
- Self-management
- Social awareness
- Relationship management

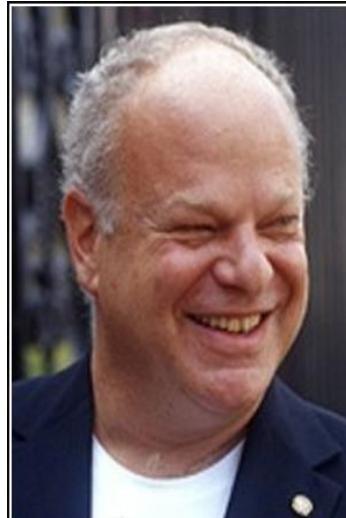


Goleman, D. (2005). *Emotional intelligence: Why it can matter more than IQ*. New York: Bantam Dell.

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Resilience

- How do you explain setbacks to yourself?
- How much do you ruminate?
- Have you incorporated evidence-based resiliency strategies into your life?



Life inflicts the same setbacks and tragedies on the optimist as on the pessimist, but the optimist weathers them better.

— Martin Seligman —

AZ QUOTES

Seligman, M. (2011). Building resilience. *Harvard Business Review*, 89(4), 100,106,138



To Become a Better Leader



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Key Areas to Master

- Communication
- Teamwork
- Professional Engagement

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There are Many Things that Influence How We Communicate

Our
Generational
Group

Our Cultural
Background

Our Gender

Our History
and
Experiences

Our
Assumptions

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1. Speak with Clarity.
2. Invite others to share ideas.
3. Listen more than they speak.
4. Choose the right method of communication.
5. They are aware of the effectiveness of their communication.



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What is the Best Team You Have Worked On?

What made
that
Team Great?

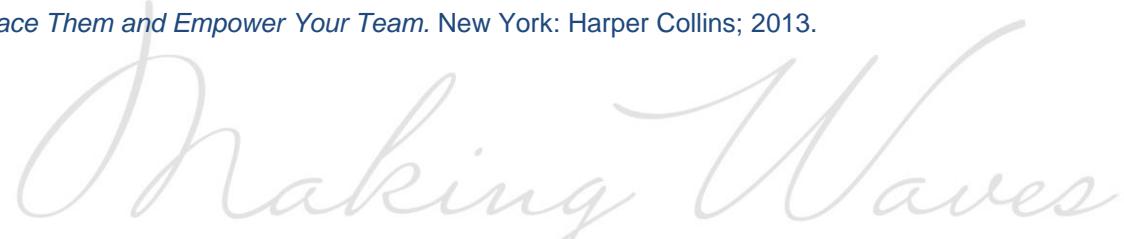


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Characteristics of Effective Teams

- Clear Goals that everyone on the team works towards
- Clarity about the role and contributions of each team member
- Open and clear communication
- Effective decision making
- Engaged team members in the work of the team
- Appreciation of diversity – generational, cultural and diversity in thinking
- Effective management of conflicts
- Trust among team members
- Cooperative relationships
- Participative leadership

Maxwell J. *The 17 Indisputable Laws of Teamwork: Embrace Them and Empower Your Team*. New York: Harper Collins; 2013.



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Questions to Ask about Interdisciplinary Teamwork

- ✓ Do team members talk about “my patient” or “our patient”?
- ✓ Do team members clearly understand the “scope of practice” and key responsibilities of each discipline on the team?
- ✓ Do team members know each other’s names and how do they address each other?
- ✓ Are team members respectful of other viewpoints and expertise?
- ✓ Do team members ever round on patients together?
- ✓ Do team members feel accountable to attend team meetings or care coordination conferences?
- ✓ Are clear team goals established and roles assigned?
- ✓ Can patients identify who the members of their care team are?
- ✓ How does the team manage conflict or disagreement about care decisions?



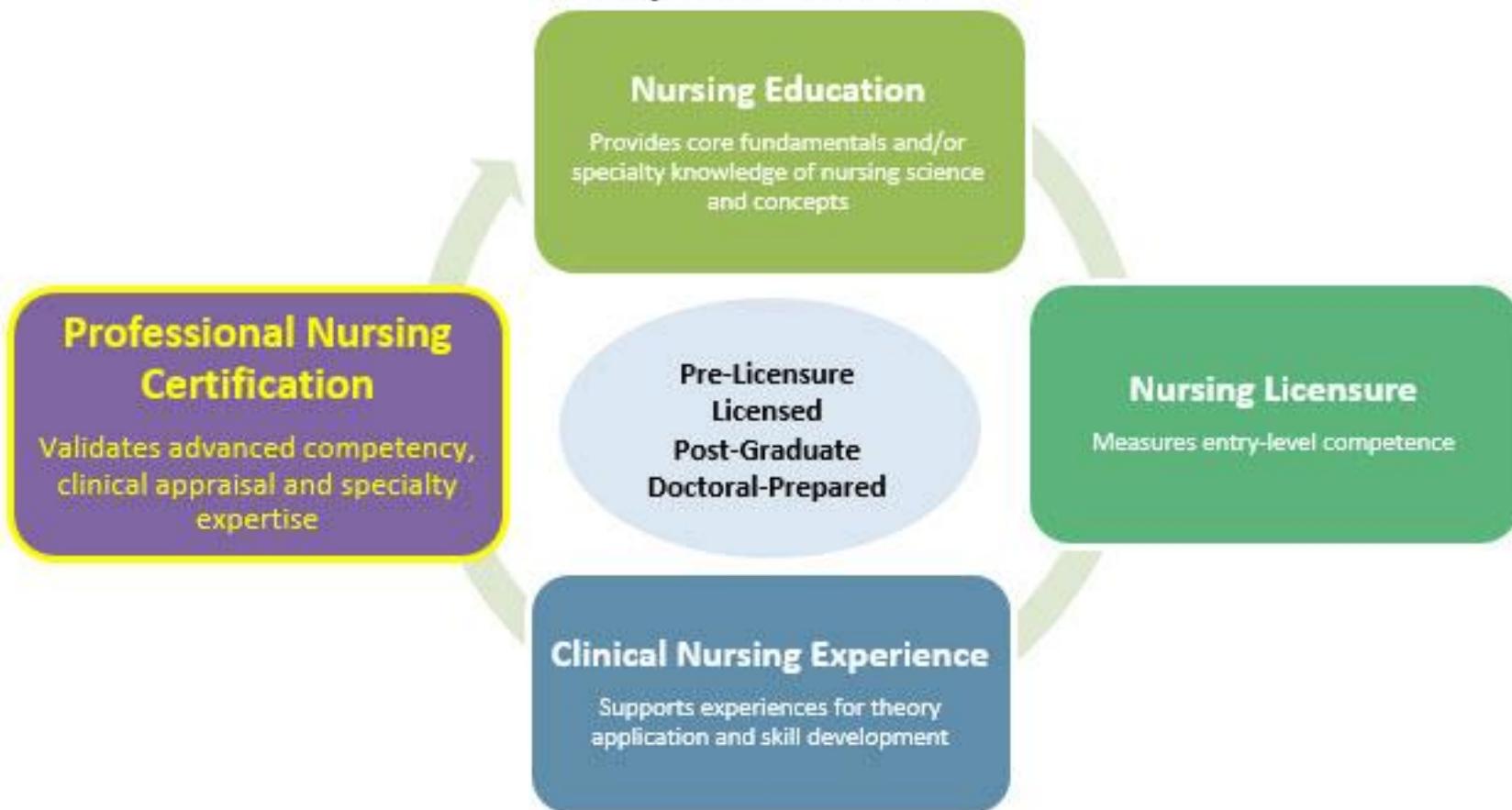
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Stay Engaged in Your Work



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Life Cycle of a Nurse



AMN Healthcare

<https://www.rn.com/nursing-news/life-cycle-of-nurse-professional-nursing-certification/>

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Value for Patients

- More favorable patient outcomes when cared for by a certified nurse on NDNQI measures.
- Raised awareness of nursing care – Nursing continues to be rated the most honest and ethical profession.
- Assures competence of healthcare professionals – Certification is a mark of excellence for the public.



Shaking Waves

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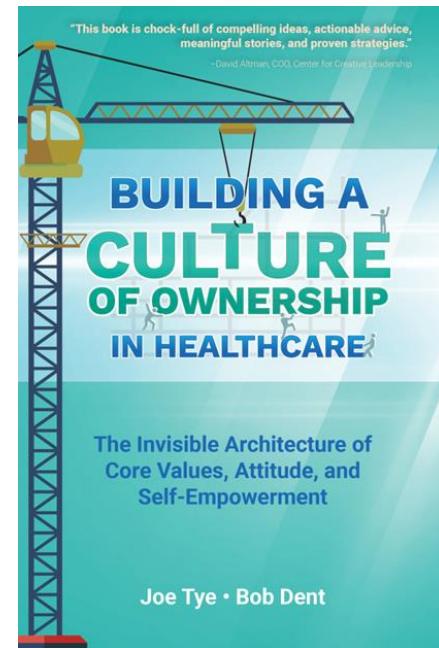
Value of Certification to Nurses

- Establishes professionalism - creates confidence, pride, and expertise in a specialty area.
- Demonstrates commitment – supports a commitment to professionalism and nursing best practices.
- Validates expert knowledge and skills.
- Promotes a **higher level of engagement and personal empowerment.**

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Owning Your Practice and Your Engagement

- Accountability is doing what you are supposed to do because others expect it.
- Ownership is doing what needs to be done because you expect it of yourself.



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Questions to Ask Yourself When Feeling Disengaged

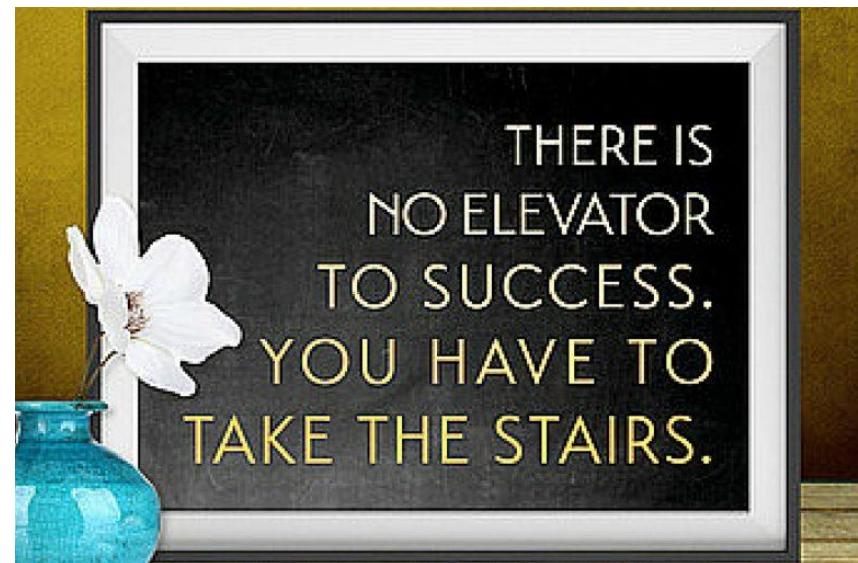
1. Did I do my best to set clear goals today?
2. Did I do my best to finding meaning in my work today?
3. Did I do my best to happy today?
4. Did I do my best to build positive relationships today?
5. Did I do my best to be fully engaged today?

Marshall Goldsmith - Triggers

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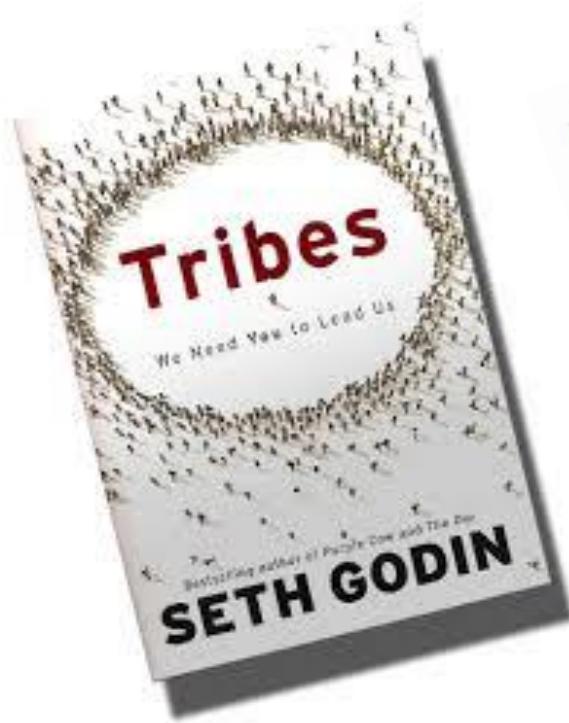
Leadership Growth

- Leadership success is Incremental.
- Good habits are key.
- Professional development is a journey.
- Remain open to new possibilities.



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Test Out Your Leadership



**National League
for Nursing**



AMERICAN ACADEMY OF NURSING
transforming health policy and practice through nursing knowledge



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Leadership Development Strategies

- Join a Professional Associations and run for office.
- Participate on Community/State Taskforces or Special Interest Groups.
- Seek Mentorship from leaders you respect.
- Join a Toast Masters Group.
- Write for publication.
- Attend conferences outside of nursing.
- Develop networking skills.
- Work on your executive presence.

Shaking Waves







What are your ideas?

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