

## **Domain Four (a): Leadership and Management Skills**

### **Specific to Nurse Specialists**

Leadership and management are essential for the delivery of excellent health services. Although the two are similar in some respects, they may involve different outlooks, skills and behaviours. Good managers should strive to be good leaders, and good leaders need management skills to be effective. Management skills for nurses can help them generate clarity, address critical issues in the vision and achieve the strategic goals of healthcare organisations (Anders et al.,2021). Furthermore, nursing leadership and management include qualities such as providing direction and support, encouraging, inspiring and motivating, coordinating and collaborating and effectively communicating with and advocating for patients to achieve optimal outcomes (Anders et al.,2021).

### **Standard 1: The nurse specialist shall demonstrate leadership qualities and management competencies to conduct activities of nursing care in a professional manner that facilitates safe patient outcomes.**

#### **Competencies**

- Values the importance of the nurse leader's role by promoting a positive and professional image of nursing.
- Recognises the value of clinical governance in healthcare to ensure patient safety and quality of care.
- Acts as a role model for colleagues, students, and other members of the multidisciplinary care team by treating all with respect, trust, and dignity.
- Analyses different situation, use clinical reasoning, problem solving skills and communicates with all parties regarding patient care or organizational issues.
- Demonstrates the ability to adapt to challenging situations to achieve common goals.
- Demonstrates leadership and critical thinking abilities in delivering patient care by establishing prioritised patient centered care.
- Advocates for and contributes to the creation and maintenance of a positive working environment and safe and effective teamwork.
- Accepts new ideas and innovations and remains open to new initiatives and

approaches to improve patient care and work environment.

- Leads teams effectively, thought communication, supporting, and motivation of nurses and other healthcare professionals to accomplish their duties and meet expectations.
- Delegates and provides supervision to team members according to their competence.
- Participates in mentorship and coaching of junior staff and students with an aim to improve practice, patient care and the profession.
- Resolves disputes with respect and impartiality and uses sufficient communication skills to attain resolution.
- Seeks ways to advance nursing autonomy and accountability.
- Contributes as appropriate to national and local health policy development, implementation, and evaluation.

#### **Domain Four (b): Coordination and Task Prioritisation**

##### **Specific to Nurse Technicians**

Nurses play a significant role in coordinating patient care. As patients transition to different healthcare services and different healthcare providers, good coordination and task prioritization are the most important competencies that nurses should possess (Karam et al., 2021). Thus, good time management and leading patient care are crucial fundamental skills.

**Standard 1: The nurse technician shall demonstrate care coordination and task prioritisation abilities throughout nursing care management tasks in a professional manner that supports continuity of care and safe patient care.**

##### **Competencies**

- Recognises the importance of nurses in maintaining care priority and care coordination abilities to promote safety and quality care.
- Displays accountability for delegated tasks and accepts responsibility for completing given work and communicates regarding completed and unfinished tasks.