

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