

Interprofessional organizational and System leadership

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**Personal leader philosophy**

In my opinion and based on the scholarly resources I have used, I found anyone with Authentic leadership qualities and characteristics can be a great leader. They have the characteristics of higher self-awareness, they are transparent in their communication and action, internalized morality, they led by example, and within their team they build trust and credibility by always being ethical and accountable. This kind of Authentic leadership philosophy that I think is characteristic of a good leader.

A study done in China about Authentic leadership proved that authentic leaders have the capability of magnifying students promotion focused behavior as they can place students in circumstances where they can expand their passion for participation in a demanding task, students understand that giving themselves a chance and spend time in fulfilling their aspirations is crucial. The study also showed that authentic leaders provoke students to desire and hope for growth and improvement by showing their authentic personalities. (Avolio et al., 2019)

Another study done by Marie and Sarah on the Authentic Nurse leadership framework indicates that Authentic nurse leadership quality is reliable and valid. The concepts were supported by confirmatory and exploratory analysis and this type of leadership creates a powerful relationship with nurse work life and nurse engagement. (M & Eckardt, 2019).

In today's world Nurse leaders must be prepared for any kind of challenges, they have to be creative. They need to be skilled in creating new ideas and products that are high quality and appropriate. Promoting creativity and self-exploring skills becoming the vision and mission in many organizations and Authentic leadership quality encompasses all the above-mentioned characteristics.

**Core values**

My leadership philosophy of Authentic leadership is displayed by an individual with high integrity, who takes responsibility for their actions, and rather than short-term success, they make decisions based on the principle that will lead to greater productivity, good relationship with staff, a positive working environment, and a higher level of trust. (Gavin, 2019) Nurse leaders in today’s world are challenged to maintain a healthy working environment with staff engagement and I feel that Authentic leaders are capable to create this type of environment that involves staff engagement. (M & Eckardt, 2019). I totally agree with AACN that this type of leadership furnishes their nurses with the needed skills and encouragement to grow that will result in a smarter, capable, and cohesive unit that consistently improves patient care.

**Mission and Vision Statement**

**Mission statement:** To provide competent, compassionate, and quality care to each patient by being an Authentic leader, encourage and motivate nurses to become visionary nurse leaders with high integrity, increased productivity, champion strategies and discover through modern scientific methods to promote health equity.

**Vision statement:** To advocate for Nurses and fight for them in every situation via education, nursing practice, and research transforming health care and to be accepted as an authentic leader advancing health equity and addressing community needs.

**Clifton Strength Assessment:**

**Based on Clifton's strength assessment, my top 5 themes were Restorative, Relator, Achiever, Learner, and Arranger. If I am not successful on any project, then I discover ways to do things perfectly and completely to make it successful. I look for minor flaws in things that other people fail to notice. If I am doing any project or interested in anything, then based on Clifton. Strength finder, I would give my full attention for hours and even days to complete that project. I spend time helping people and embracing their accomplishments and reveling their success. I am the person on the team who can calm people who are confused and upset.**

**Two key behaviors I would like to strengthen:**

I would like to strengthen my communication and relationship-building skills because as a nurse coming from a different country with a different language and culture, it was a culture shock for me when I first enter this country, everything was so much different, their language, their way of communication was different, I know English but because we don’t speak English that much in our country it took a while for me to even understand their accent and I guess even for people here to understand me, I was a nurse in my country for 1 year and the way nurses communicate and build relation with patient and managers was completely different. I think I am improving a lot now and my communication skills are getting better now, but I still feel like there are times when I fall behind because of my communication skill despite having enough knowledge and proper education, therefore I would like to strengthen my communication and relationship building skills because leaders with great communication and relationship building skills are usually successful in their workplace, knowing how to offer empathy to staff, open-mindedness, provide constructive feedback, how to listen attentively will develop a strong relationship with each and every member in the team. A leader with great communication skills will automatically build great relationship skills because we are attracted to those people with great communication skills, they have the power to pull people on their side which will increase productivity and creates trust among staff and leaders. According to the YouTube video which I have included in the reference section, leadership is the ability to build relationships and earn from others, and Duggan et al assert that no communication on expectations for using Evidence-based practice and when and how to use them has emerged as a theme in low-capacity Local health departments (Duggan et al., 2015). **I would also like to thank Ms. Shaundelle for responding to my discussion post and adding her insight to it, I completely agree with her that “**effective communication promotes the establishment of nurse-patient relationships and therapeutic relationships, which are essential for promoting healing/recovery and patients’ overall well-being”. Therefore, I would like to build my relationship skills so that I can contribute to Nursing by being a great leader

**Development Plan**

I am going to do the research and attend classes and training on things that are needed to keep me current on best practices about communication and relationship skills. Simulated activities on communication and relationship building can be beneficial where I can practice how to communicate and build relationships with everyone I will be working with. After watching the YouTube video posted by Walden University, I will start Looking at myself in the mirror and constantly asking myself the question such as why I came to this field, what is my goals, and what drove me this because it can find the richness inside me and I will be a more passionate, articulate agent for what I want to be better at.

To accomplish my vision, during budget scrutiny, and redesigning the work process and flow I am planning to fulfill the advocacy role by protecting nursing resources. I will actively involve my nurses in decision-making that affects the practice environment. To enhance advocate staffing and scheduling will be made a collaborative approach between staff and managers that will help with the work-life balance. I will encourage and offer training and education to nurses on the importance of Authentic leaders in today's challenging world and how to be one of them.

**Conclusion**

I think leadership is all about improving ourselves and our craft and I feel that Authentic leadership can help achieve all that. Personal philosophy reflects our behavior and core values. If a leader is genuine, transparent, trustworthy, and a team player then his/her followers want to copy that approach of leadership, therefore we must be cautious about what we are passing on to the next generation to build a better environment in the field of Nursing.

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