Leadership interview paper

andy djan (First M. Last)

School or Institution Name (University at Place or Town, State)

**Leadership Interview Reflection**

The interview with one of the nursing leaders Marsha Sinanan-Vasishta, having an MBA, MSN, RN, NEA-BC, CPXP, and is the Director of Nursing at NYP Allen Hospital. She is responsible to head over 40 nurses and play a key role not only in her organization but also in the field of nursing. The interview went decent and the interviewee was very friendly and kind, ready to provide detailed answers to my questions. It gave an insight into her position as a Director of Nursing, her leadership philosophy, and advice for the new graduating nurses.

The interview revealed the way a leader is formed in a field. It explored the facts that stimulate a person to strive for the best and move ahead from ordinary to extraordinary. Every nurse begins as a floor nurse and this is also the story of the person interviewed. When she was on the floor, she had issues with the way things were being done. She had better ways of doing the same things in her head and used to get frustrated about the inefficiency. This made her strive best to be efficient in the ways. For instance, she was concerned about patient experience at the time when the patient experience was not considered as important. It came into consideration after the Affordable Care Act, which started forcing healthcare professionals and nurses to look at the patient experience. She got certification on patient experience to improve the outcome of patient care as she knew that patient experience is directly linked with hospital success (Dempsey, 2014).

She had the vision that if she wants to see the changes she must has to be the change herself and for this purpose, she has to bring herself to the table, at a managerial position. Therefore, she strived to be at a position where she could have a voice. I was having the perception that a nursing leader will be aimed at improving the quality of patient care by providing support and training to the nursing staff. My perceptions about her role were pretty much right, in fact, she was playing a harder role, she had to take the strategic initiatives aimed at long-term quality and patient safety. She has to fulfill expectations of not just the patients but also of her staff and the entire organization. Learning from interview includes that being at a leadership position demands setting goals and vision and a leader is held accountable for what they do. It is not important to stick to one specific leadership or management style; however, leading by example is the best way to achieve the desired results and to manage people. Making people comfortable talking to one is also an important leadership trait. To obtain the best results she was ready to work with her team to fix the errors and provide them practical support. She is a firm believer of treating people with respect and dignity and effective communication with her team that is expected of a leader. Effective leadership produces positive impacts on the performance of nurses in terms of quality patient care results (BRADY GERMAIN, 2010)

One more learning from the interview is that if one wants to bring changes, they need to work hard for that. It is also fine to make mistakes as far as it is taken as a learning experience. A leader or a manager also faces many conflicts, especially arising from the difference of opinions. In such cases, it becomes hard to manage a team and bring them on one single point but making things easier for the team and educating people can be beneficial in resolving those conflicts. A leader needs to identify the right strategies for conflict management and resolution.

The interview did not specifically talk about the specific career but it provided valuable information and advice on ways a graduation nurse can adapt to excel in her field. To mention some of them, a nurse must not shy away from new experiences, especially from difficult patients. Patients that are difficult for a nurse to handle are the ones, which makes a better nurse. In addition, a nurse must get involved in committee work. A nurse also must learn and ask about the unit's metrics and unit finances after landing her first job and learn and understand their because they can help influence units at the bedside by doing very simple things that can impact it. A nurse must keep on thinking about the next steps, about certifications and the continuous learning process. Learning must be a never-ending process for a nurse and they should never miss a chance to attend a conference or seminar to gain more insights about their field and the practical things going on. This is a good chance to increase knowledge to implement it in practical life. These tips were provided for the new graduating nurse to excel in her field.

I believe I will also be making a difference in the field of healthcare. I am also very much concerned about the patient experience and the quality of patient care. I believe whatever organization I will go, I will put efforts in bringing about positive changes and I will try to excel. Learning is something that I will never stop and if bringing new changes and making the processes better will require me at a better managerial position, I will strive for that as well. I see myself contributing not only in the life of my patients but also in the healthcare field.

# References

BRADY GERMAIN, P. A. (2010). The influence of nursing leadership on nurse performance: a systematic literature review. *Journal of Nursing Management, 18(4)*, 425-439.

Dempsey, C. R. (2014). Improving the patient experience: real-world strategies for engaging nurses. *Journal of Nursing Administration, 44(3)*, 142-151.