The Role of the Nurse Leader

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Over the last few years, nurses have adopted greater responsibilities and the leadership role of the nurse has emerged. Nurse leaders have three main responsibilities. First, they are responsible for ensuring the safe delivery of care; secondly, they must be familiar with the protocols and standards of their profession and health care facility. As leader nurses are responsible for supervising the members of the team and for guaranteeing that all patients receive a high quality of care. Nurse leaders should regularly read health policies and professional publications. They should take patient complains seriously and appropriately address them. To complete a project nurse leaders must bring individual nurses as a team. Nurses are responsible for not only make vital decisions but also to assist in patient care to carry out different t responsibilities such as staff management, treatment planning, case management, scheduling, recruiting, budgeting and developing a training plan.

Nurse managers need strong leadership and communication skills. They should be experts in coordinating personnel and meeting the objectives and goals of an organization. They must be effective leaders who can make a balance between healthcare facility administrators and nursing staff. Nurse leaders require skills that are beyond clinical care. They need excellent management skills and leadership skills and budgeting acumen. Interpersonal and communication skills are also very important.

To accomplish the project nurses should possess excellent communication skills. They must listen to the staff and concerns of patients. They must build a solid rapport with all members of staff who are involved in a project. They should provide guidance, leadership and support team members of the project. To achieve this nurses promote a positive work environment culture. Regular meetings regarding the projects should be conducted (not less than 3 in a month) to promote information sharing and effective communication. Nurse leaders should act as role models and representatives in all activities. Any change should be introduced in a sensitive and planned manner. All the actions should be taken according to the proper standards of organization and profession. This can be achieved by ensuring all the team members understand and know the objectives of the plan and how it should be executed. Nurse leaders should ensure the written documentation process to avoid confusion. All the steps should be implemented promptly and must be consistent with evidence-based practice (Bender, 2016).

To make communication effective at each stage of the project, a nurse leader should create a constructive working environment. All the members of the team should have access to the relevant resources and information. Nurse leaders should effectively share all the information about projects. Honest and open communication practices should be included in maintaining and building good teamwork until the execution of the project. To enhance communication, strategies such as meeting each staff member individually and discussing the required issues should be implemented. In the case of change management, proper recruitment and orientation of new staff should be done. This can be achieved by formulating the job description. The screening process and interviews should be conducted. Work-related goals should be identified for the new team of nurses. Throughout the completion of the project, the nurse leader should try its best to educate the staff. This can be done by the appropriate training sessions for all the staff members. Nurse leaders should conduct an annual performance appraisal for the staff. Nurse leaders should identify the areas of excellence and also those which require further changes. The budget of the project should be created ta the planning phase and it must be approved after the approval from higher management (Dyess, Sherman, Pratt, & Chiang-Hanisko, 2016).

**References**

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