Leadership Management in Nursing

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**Introduction**

The concept of leadership is defined as a key to success in the healthcare profession. It is one core responsibility of the healthcare leader to develop a proper balance between leadership and management approaches. The practical domain of leadership management in nursing is recognized as a process of leading and directing subordinates to ensure proper healthcare services for the patients. It is essential for the leader to have a clear understanding of different leadership models and styles in order to apply the most appropriate approach according to actual requirements (Finkelman, 2018). This paper focuses to identify and critically analyze the effectiveness of different leadership models in the profession of nursing.

**Discussion**

A proper combination of leadership and management makes it easy for nursing staff to meet common professional goals. Leaders need to have an appropriate understanding of different leadership skills and competencies and adopted the most suitable practical domain. It is critical for a leader to provide necessary guidance to all staff members when it comes to the delivery of suitable healthcare practices to patients.

**Three Types of Leadership Models**

It is important to indicate that there is no one-size-fits leadership model is all situation. It is one core responsibility of a leader to adopt the most suitable leadership model according to the actual requirements of a particular situation. There is an option of different leadership models for the leaders to establish the most accurate domain of healthcare services.

Autocratic Leadership Model

This model is also recognized as authoritarian leadership that critically comprised of authority or control of one individual. It is observed that this leadership model eventually encourages individual to take control of all decisions. A leader is responsible to illustrate roles and responsibilities of all team members without any consultation with others. Personal ideas and judgments are used by a leader to influence the functioning of all team members and ensure the acquisition of all organizational goals. Different practical methods and processes are clearly dictated by group leader that never involves the intervention of any team member.

Coaching Leadership Model

This model of leadership is different from the approach of autocratic leadership model. This approach is recognized as one significant model of leadership that can be used to influence all team members effectively and efficiently. Coaching leadership style is essential for leaders to provide necessary coaching to subordinates about work tasks. This model of leadership is specifically influential and effective when there is a need for necessary improvement in case of performance outcomes. Leaders have the authority to guide subordinated about different working procedures and expect improved performance level (Luria et al., 2019). The main objective of coaching leadership model is to build and enhance required working skills and strengths in followers through the domain of accurate guidance.

Democratic Leadership Model

The practical phenomenon of democratic leadership model is totally different from the autocratic leadership model. Democratic leadership is also known as the prospect of participative or shared leadership model. This specific model is recognized as one of the most influential leadership approaches in a healthcare setting. The democratic leadership model is a style that provides a necessary opportunity for all members to ensure their necessary participation during the process of decision making. All team members have active authority to describe their opinions in order to enhance the overall effectiveness of the team. Ideas are actively exchanged by all members to reach the most suitable solution in complex working situations (Harrington et al., 2016). This leadership model is established as one of the most effective leadership domains that ensure the active involvement of different stakeholders. The enhanced role of collaboration and affiliation ultimately makes it easy for all members to work as a team to meet team goals and objectives.

**Difference between a Leader and a Manager**

It is necessary to identify existing difference two crucial prospects of leadership and management. The major difference exists between a leader and a manager is that a leader possesses specific skill whereas management is established as a discipline to manage work of others. The elements of inspiration, encouragement, and vision are actively linked with practical implications of idea of leadership. On the other hand, a manager plays its role as an active bridge between the organization and stakeholders. The existing difference between a leader and a manager can also be examined in case of actual roles and responsibilities for these job position. A leader is defined as one who influences subordinates to achieve desired goal by sharing a vision (Harms et al., 2018). Therefore, the role of a manager is to ensure proper management of different organizational tasks through the aspects of appropriate planning, direction, collaboration, and control. A leader plays its role as a facilitator while a manager provides necessary directions to employees for the sake of task completion. The paradigm of change is greatly promoting by leader whereas a manager is never greatly eager to adopt any form of change in an organizational setting.

**Effectiveness of Leadership Models**

A critical examination of the effectiveness of different leadership models is necessary to adopt the most appropriate approach according to actual requirements of the situation. This form of consideration ultimately helps to examine the actual efficiency of each leadership model.

Effectiveness of Autocratic Leadership Model

This leadership approach is associated with both forms of different advantages and disadvantages. It is essential for a leader to adopt this leadership model according to actual feasibility of situation. The major effect of this leader model appears when there is a need for a clear line of control (Pihlainen, Kivinen, & Lammintakanen, 2016). This approach can be vital in healthcare setting when team members have a clear idea to whom to report about their performance.

Effectiveness of Coaching Leadership Model

The extensive efficiency of coaching leadership model is greatly appearing when there is a need for necessary improvement in performance level of workers. Leaders can use this particular approach to enhance necessary skills of workers to perform different complex organizational tasks. This particular leadership model is one vital approach in case of new nursing staff who requires active guidance by a leader.

Effectiveness of Democratic Leadership Model

The objective of teamwork is greatly achieved through the adoption of democratic leadership model. This specific leadership style is characterized as one most suitable leadership domain in the context healthcare setting. It is defined as a dynamic source of association between all shareholders to achieve actual goals set for healthcare organizations.

**Discussion of Final Experience**

As a practicing nurse, it is important to deal with different leaders and managers to perform work tasks and responsibilities. During the nursing career, coaching leadership model is established as the most influential approach as compared to other leadership domains. It is greatly influential because it helps to understand different tasks and improve necessary nursing skills accordingly. On the other hand, the autocratic leadership model is least influential in case of nursing domain. Inappropriate use of control and authority lacks the overall efficiency of leadership approach.

**Conclusion**

To conclude the discussion about the role of leadership and management in nursing, it is vital to mention that a leader has to adopt the most suitable leadership style according to situation. Development of proper collaboration between all team members is essential to identify actual needs of healthcare services. Furthermore, this phenomenon helps to adopt most suitable practical aspects of nursing services.

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