

# NURSING ROLE IN LEADERSHIP TEAMS FROM A PHYSICIAN PERSPECTIVE

Sithembiso Velaphi

Department of Paediatrics

Chris Hani Baragwanath Academic Hospital and the  
University of the Witwatersrand

# Introduction

- Nursing profession is a dynamic and challenging profession requiring engaging and inspiring role models and leaders
- Strong leadership is essential in all types of work environments and particularly in those that involve high pressure situation
- Leadership requires the ability to critically appraise the team processes and objectives on the path to achieve a shared goal
- Leadership is the most influential factor in shaping organizational culture

# Nurses Leading in Healthcare

- Nurses can influence change in healthcare if given the opportunity
- They can be the drivers of improving quality and outcome in healthcare
- They can enhance organization's culture, can reshape care delivery
- They need strong nurse leaders who are willing to be their advocates

# Attributes of a Good Nurse

- Communication skills
- Emotional stability
- Empathy
- Flexibility
- Attention to details
- Interpersonal skills
- Physical endurance
- Problem solving skills
- Quick response
- Respect

# A Good Nurse Leader

- Someone who can inspire and motivate others to work together in pursuit of a common goal such as enhanced patient care
- To have a distinctive set of personal qualities, integrity, courage, initiative and an ability to handle stress
- Leadership and learning are indispensable to each other
  - Ensures that nurses who provide direct patient care are empowered and have the necessary skills
  - Interventions or clinical management protocols are evidence based and cost-effective
- Strong interpersonal skills
- Adept in communicating with other leaders in healthcare, patients and patients' families

# Responsibilities of a Nurse as a Leader

- Ensure that strategies, policies and resources required for patient care are in place
- Oversee the integration of patient care
  - Development of treatment plans
  - Managing patients' medical care
- Lead health promotion
- Lead disease prevention efforts

# Why is leadership Important in Nursing?

- To nurture team work in the department/ divisions/ wards/ units
- Influence the quality of patient care
- Impart appropriate values, behaviours and skills to staff
- To ensure good communication between nurses and different healthcare professionals

# Leadership levels in Healthcare

- Chief Executive Officer
- Clinical Director/ HR Director/ COO/ CFO/ CIO
  - Nursing Manager
    - Area/Operational managers (leading at ward/ unit level); IPC; Quality; Risk Management; etc.
  - Medical/ Surgical HOD
    - Heads of units
  - Support
  - Allieds
  - Pharmacy



I Thank You