

Characteristics of A Leader

Leadership is one of the most essential criteria of the nurse manager. It is the process of interaction between the leader and the other staff, influencing them toward workplace goals achievement (Yukl, 1998). Leadership is the ability to provide direction toward preferred future aspirations and aligns the followers toward goals achievement (Kelly-Heidenthal, 2004).

Moreover, leadership is viewed as a dynamic interactive process that involves various dimensions, including planning, organizing, directing and controlling. The activities of an organized group can be influenced by a process in which the efforts to achieve the goals and tasks are managed by leadership (Roussel, Russell & Swansburg, 2006). Leadership is also defined as inducing individuals or a group to take an action in accordance with the purpose of the leader. Moreover, Roussel, Russell and Swansburg (2006) correctly pointed out that leadership can be explained as a group of individuals who have been inspired by a person to work together toward achieving common goals and missions using appropriate means. A crowd can be transformed into a functioning and useful organization, and this is a vital component of leadership.

Leadership can be formal or informal. As Sullivan and Decker (2004) explain, it can be formal when a nurse manager demonstrates power and authority within a framework of legal approval by the organization. Leadership can be informal when utilized by a staff member who does not have effective leadership skills, ideas and roles to promote the performance of the work outcomes.

Mrs. Zahra is a nursing officer who has been working since 1996 in charge of a department in the Armed Forces Hospital, Sultanate of Oman. She is known to everybody in the department and all around the hospital as a friendly person who is intelligent, hard working,

motivational, a good communicator and a person with a strong personality that inspires others to follow her. In addition, Mrs. Zahra has problem solving skills and extensive experience and knowledge in her speciality as well as in leadership and management. Further, she is a member of the Quality Assurance and Staff Development Committees. As she is in charge of the operating theaters department, she manages the planning and coordination of the operating rooms scheduling system. Moreover, she adjusts the staffing assignments of nursing and ancillary personnel to provide adequate room coverage. Motivation, direction, controlling and evaluation of the staff performance are some of the leader's responsibilities.

Mrs. Zahra treats all staff in a friendly way, equally and with perfect communication skills acceptable to all of them. This leads to building a trusting relationship between her and the staff. In addition, the leader involves all the staff in the organization's vision and treats each staff member as a part of it. As a result, the self confidence of the staff is gained and restored. The leader is concerned about the values and needs of her staff as she routinely holds individual meetings with each staff member in her office, asking each one of them about their feelings, needs and problems and tries to address them.

Further, she shares many responsibilities and power with the staff; therefore, the staff feel responsible to work harder and more effectively. This causes all staff to be more motivated and work hard to accomplish the goals and tasks of the organization. The leader holds general meetings with all staff frequently sharing with them decision-making, work strategies and any other new ideas from the staff. Consequently, all staff are inspired to be a part of the team, working hard and effectively for the vision of the organization.

Leadership is one of the most important skills in nurse managers. It is a process of interaction between the leader and the staff, influencing them positively toward achieving the

goals and tasks of the organization.

Works Cited

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