

# Nursing Leadership and its Importance

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## INTRODUCTION

One of the most significant variables in encouraging and inspiring nurses (who make up the vast bulk of the healthcare workforce) to practice at the highest level of their licensing is nursing leadership. "A nurse who is interested in excelling in a career path, a leader within a healthcare organization who represents the interests of the nursing profession, a seasoned nurse or healthcare administrator interested in refining skills to differentiate themselves from the competition or to advance to the next level of leadership," according to the ANA Leadership Institute. Nursing management and leadership is most effective when the entire team is successful. While attributes such as encouraging, motivating, and supporting are commonly included in the definition of nurse leadership, genuinely successful nursing leadership must be able to grow as the nursing sector changes and shifts. This nurse leadership style has been associated to better patient outcomes, less medical errors, and higher staff retention, all of which benefit the healthcare industry as a whole [1].

One thing will always stay constant in the ever-changing healthcare industry: nurse leadership has a direct impact on an organization's drive, performance, and people (caregivers and patients alike). As hospitals and health systems attempt to improve patient care, adopting the attributes of a highly dependable organization is becoming increasingly important (an organization that works to create an environment in which potential problems are anticipated, detected early, and nearly always addressed early enough to prevent catastrophic consequences).

Leadership abilities are encouraged throughout the organization in truly highly reliable businesses. While it's typical to concentrate leadership efforts at the top of a hospital or health system, middle-management leaders (such as nurse leaders) are critical to the

success of an organization and have a direct impact on many front-line caregivers and healthcare employees. Because nurses make up the largest segment of the healthcare workforce and spend more one-on-one time with patients than any other function in the industry, their impact on patient care is evident (positively or negatively). Nurses will only continue to flourish and contribute to define smarter healthcare delivery in the future if they have great nurse leadership. While physicians and healthcare executives are important decision-makers in an organization's high-reliability path, nursing leadership should not be overlooked, as nurses have a huge duty to improve patient care that cannot be overlooked. Healthcare will change only if strong, consistent, and quick (agile) nurse leadership has a seat at the table [2].

Hospitals and health systems that recognize the value of nurse leadership in change implementation will be better positioned to impact patient safety and quality initiatives. Nurses are continually confronted with new issues, practices, and opportunities as the healthcare landscape evolves. It may frequently make or break a nurse's decision to stay or leave an organization if they have a strong nurse leader in place to help them negotiate these changes [3]. While new and experienced nurses are generally aware of the nature of change in the healthcare business, they will be more equipped for success in their roles if leadership is able to implement change in a way that allows the unit/team to see the benefits.

## REFERENCES

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Received date: June 12, 2021; Accepted date: June 28, 2021; Published date: July 05, 2021

Citation: MacGregor G (2021) Nursing Leadership and its Importance. *J Perioper Crit Intensive Care Nurs* 7: 179. doi:10.35248/2471-9870.21.7.179

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