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the contemporary
world, the
success of
healthcare
practices and
strategies is
largely
dependent on the
leadership style
employed.
Consequently,
the personal
characteristics

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of the leader is
imperative as he
or she guides
the process.

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...

Burnout, dealing
with absenteeism
and reducing
staff tensions

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takes careful
skill. Nursing
is very
demanding as a
profession. Be
sure to
influence a
person's
performance and
ensure their
work has a
positive effect.
As a leader, you
will need to

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Managing them and
understand them
in a way that is
useful to them.

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leadership: How
to be an
effective nurse

...

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processes and
challenges Mary

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LEARNING

OBJECTIVES At
the completion
of this chapter,
the reader will
be able to:
describe the

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principles of
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management
theories;

describe old and
new paradigms in
the management
of nursing
practice;

discuss
challenges and
issues...

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practice:
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Concepts ...

One key

distinction

between

management and

leadership is

that "things"

such as systems

and processes

are managed,

whereas people

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patients and

staff can be

led. By

contrasting the

two, it allows

for a better

understanding of

the differences,

as well as the

balance it takes

for improvement.

Management

Management is

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the art of
implementation.
A manager
executes the
goals and
objectives based
upon the vision
of the practice,
making sure that
such things as
policies and
regulations are
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enhance quality
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theory that
derives from
physical and
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to help us
understand

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health care as
it is delivered
to patients and
families by
examining how
systems adapt
and function.
May be used by
those in
leadership and
management roles
for
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as well as
planning and
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changes.

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and nurse
manager need not
be mutually

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exclusive. In

Indeed, a good
manager will

possess the

above leadership

skills. If you

find yourself in

a role of

authority, take

the time to

develop good

leadership

skills in order

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of the managers
you have
reported to thus
far in your
career. Now
consider the
people you have
worked [...]

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Some nurses spend years leading in an informal leadership capacity, while others take on formal management and leadership roles. However, all management and leadership

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roles are not
the same, and
although the
titles often are
used

interchangeably,
they are not
synonymous. The
nurse manager
role up close.

Whether managing
a unit, division
or service line,
at its core the

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nurse manager
role is to

ensure

everything

functions like a

well-oiled

machine.

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vs. nurse

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terms "management" and "leadership" are often used

interchangeably,

yet there are

tremendous

differences

between the two.

Jennings and

associates

(2007) analyze

this sentiment

by describing a

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different set of
unique
competencies
native to each
role. In short,
"managing" is
primarily
focused on the
functionality of
an organization
while "leading"
is concerned
with ...

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Walden Managing In

Differences

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Leadership and
Management ...

Main Discussion

Post Nurses work

in a group

setting on a

daily basis

while on the

job. Each nurse

may have a

specific patient

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assignment for
the day, but
when working on
a unit or as
part of a team,
the nurses work
together to care
for all
patients. Home
hospice nurses
are part of an i
nterdisciplinary
group (IDG) that
include a

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Managing the
Medical director
and depending
upon the size of
the hospice ...
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