CHARACTERISTICS OF GREAT NURSE LEADERS
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CONFLICT OF INTEREST
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• All photos obtained from public domain nurse images

LEARNING OUTCOMES
• Identify 3 outcomes of poor leadership decisions.
• List 3 characteristics of great nurse leaders.
• Describe two gaps within the current nursing literature related to nursing leadership evidence-based practice.
PERSONAL CHARACTERISTICS

NURSE LEADER

• Open
• Approachable
• Optimistic
• Consistent
• Passion for Nursing
• Personal Integrity
• Emotional Capacity
• Effective Communicator

EFFECTIVE NURSE LEADER BEHAVIORS

• Motivate Others
• Effective Communicator
• Leads by Example as a Role Model
• Supportive
• Good People Skills
• Receptive
• Empowers Others

IMPACT NURSE LEADERSHIP

• High Enthusiasm and Team Spirit
• Sense of Belonging
• Open Communication
• Collaboration
• Staff Retention
• Staff Moral & Satisfaction
• Respect
• Patient Outcomes
  • Falls, Medication Errors, Length of Stay
CHARACTERISTICS OF INEFFECTIVE LEADERSHIP

- Incompetent
- Rigid
- Poor self-control
- Callous
- Corrupt
- Avoids conflicts
- Unavailable
- Unaware of issues

IMPACT ON NURSING UNIT

- Low productivity
- Low morale
- Absenteeism
- High turnover
- Disengagement
- Patient safety

CLINICAL NURSE LEADER

- Clinical focus
  - Clinical practice skills
  - Expert knowledge
  - Systematic thinking skills
  - Use evidence-based research

- Personal qualities focus
  - Dynamic
  - Driven
  - Self-confident
  - Purposeful

- Team focus
  - Supporting colleagues
  - Communicating effectively
  - Role modeling
  - Empowering others
CONTEXT OF LEADERSHIP

GAPS IN NURSE LEADERSHIP LITERATURE

- MILITARY NURSE LEADERS
- SPECIALTY AREAS

REFERENCES

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