

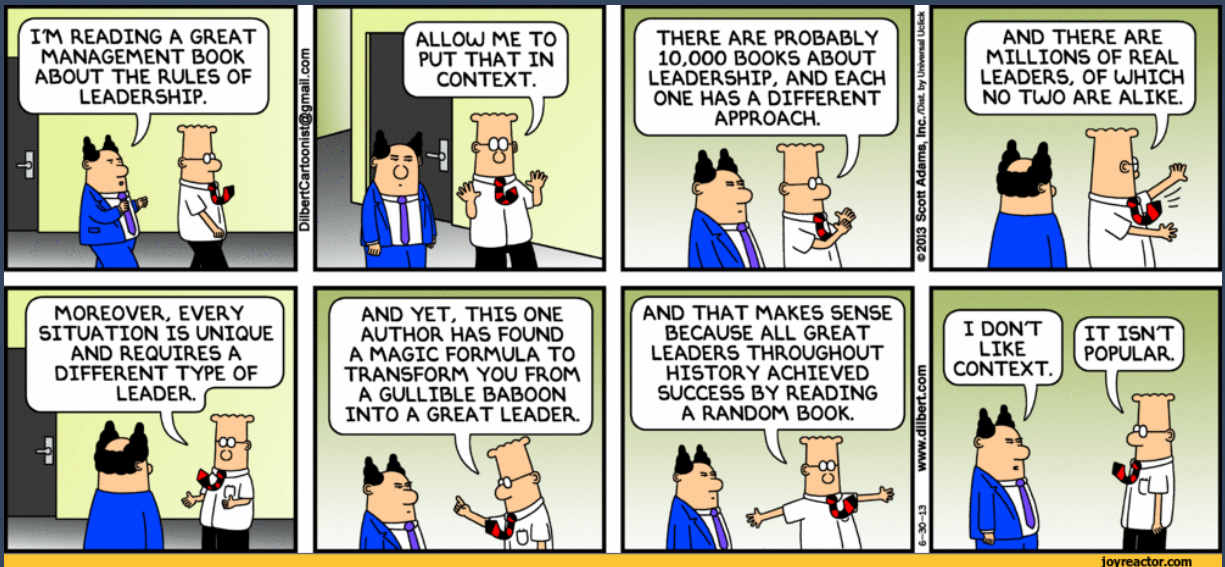


# Qualities of an Effective Leader

## Nurse Manager Certificate Program

Danielle Watford, MSIO, MS, CMQ-OE  
Maine Health Care Association

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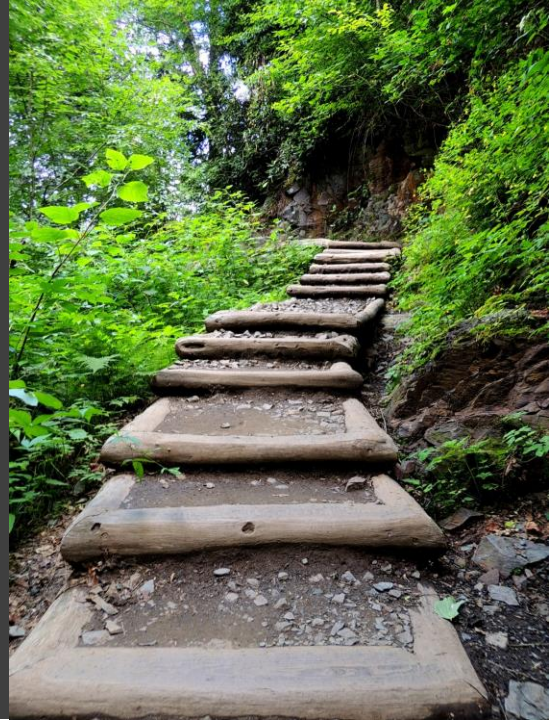


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Do not follow where  
the path may lead.

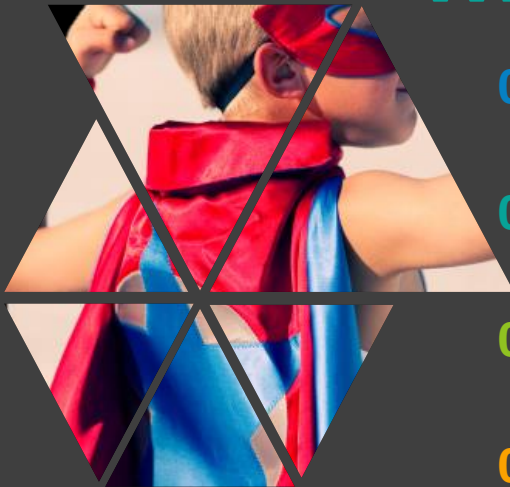
Go instead where  
there is no path and  
leave a trail.

-Harold R. McAlindon



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## What is Leadership?



01

### Leading

The **action** of leading a group or an organization.

02

### Guide

To **guide** on a way, especially by going in advance.

03

### Direct

To **direct** on a course.

04

### Manage

To **manage** the performance or activity of someone (**supervise**).

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# Influencers of Nurse Leadership

Changes in nursing practice

Focus on diversity

Focus on resident safety and autonomy

Increased acute care needs

Nursing shortage

What's Self-care?

Increased responsibility in LTC

Issues in the workplace:  
*Violence, workload, overtime, scheduling, lack of professional autonomy*

Focus on nurses working in interdisciplinary teams

Villeneuve & MacDonald, 2006

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# Leaders

One who directs.

One who has the responsibility.

Loves and cares for your followers.

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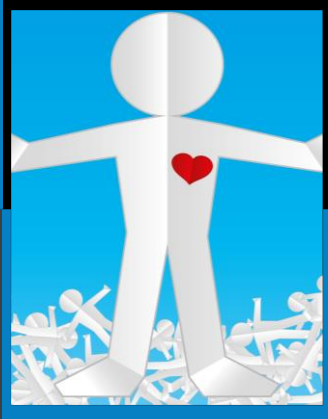
LEADERSHIP		MANAGEMENT
Position	Selected/allowed by group	Appointed by higher person in organization (org)
Power – comes from...	Knowledge, credibility, & ability to motivate	Position of authority
Goals/visions	Personal /passion – may not align with org	Prescribed by organization
Risk level	High risk, high creativity & innovation	Low risk/ balance/ maintain status quo
Degree of order	Relative disorder	Rationality & control
Nature of activities	Vision & judgment	Efficiency /cost effect
Focus	People	Systems & structure
Perspective	Long-range – with an eye on the horizon	Short range – eye on the bottom line often present

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# Qualities of a Leader



Wisdom

Vision

Commitment

Caring

Diligence

Trustworthiness

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# Roles of a Leader

Decision-Maker

Risk Taker

Evaluator

Facilitator

Coach  
Counselor  
Mentor

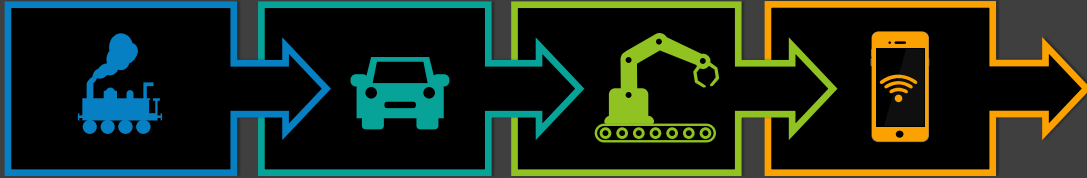
Communicator

Energizer

Influencer

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# The Heart of the Matter



Who are the Leaders and Mentors in your life?

Those who have influenced you in a positive or negative way?

What makes a Leader Great?

What makes a Leader Unsuccessful?

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## Transformational Leadership



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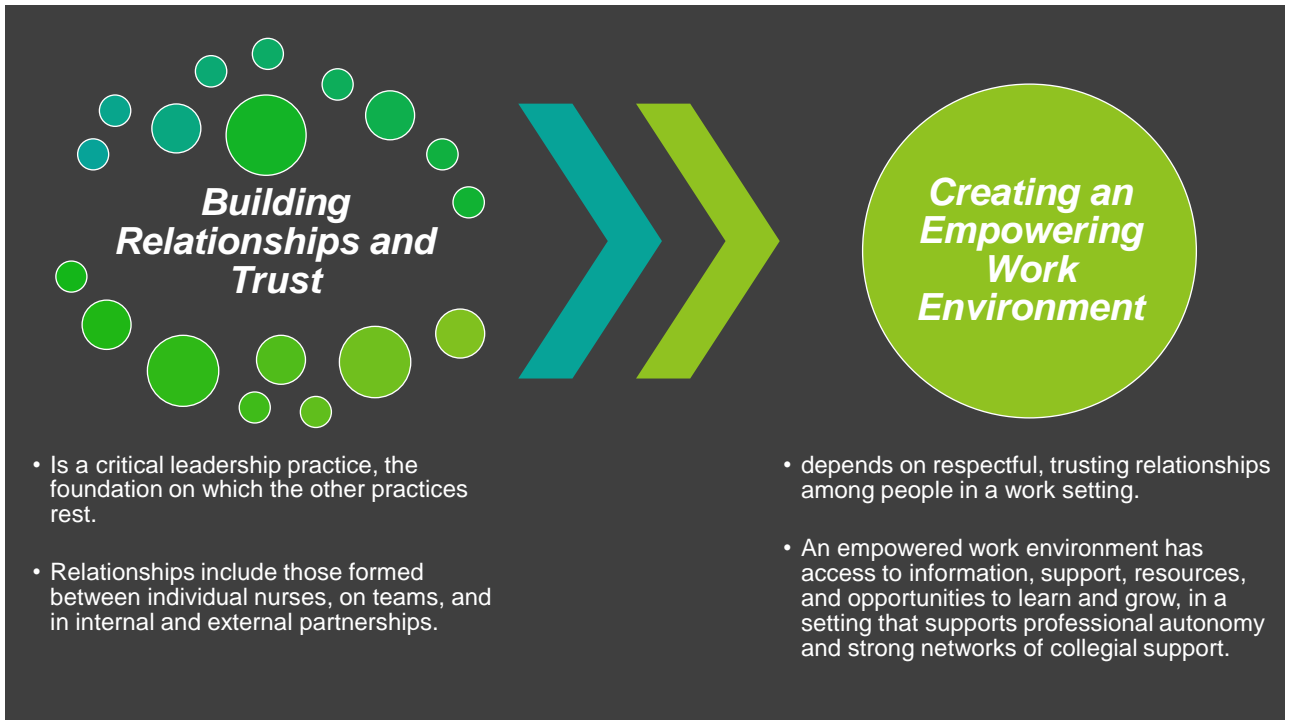
“Transformational leadership is viewed as the most effective model of leadership because, while it recognizes the importance of rewards, it goes further to satisfy the higher needs of the follower by engaging this person emotionally and intellectually.”

(Surakka, 2008)

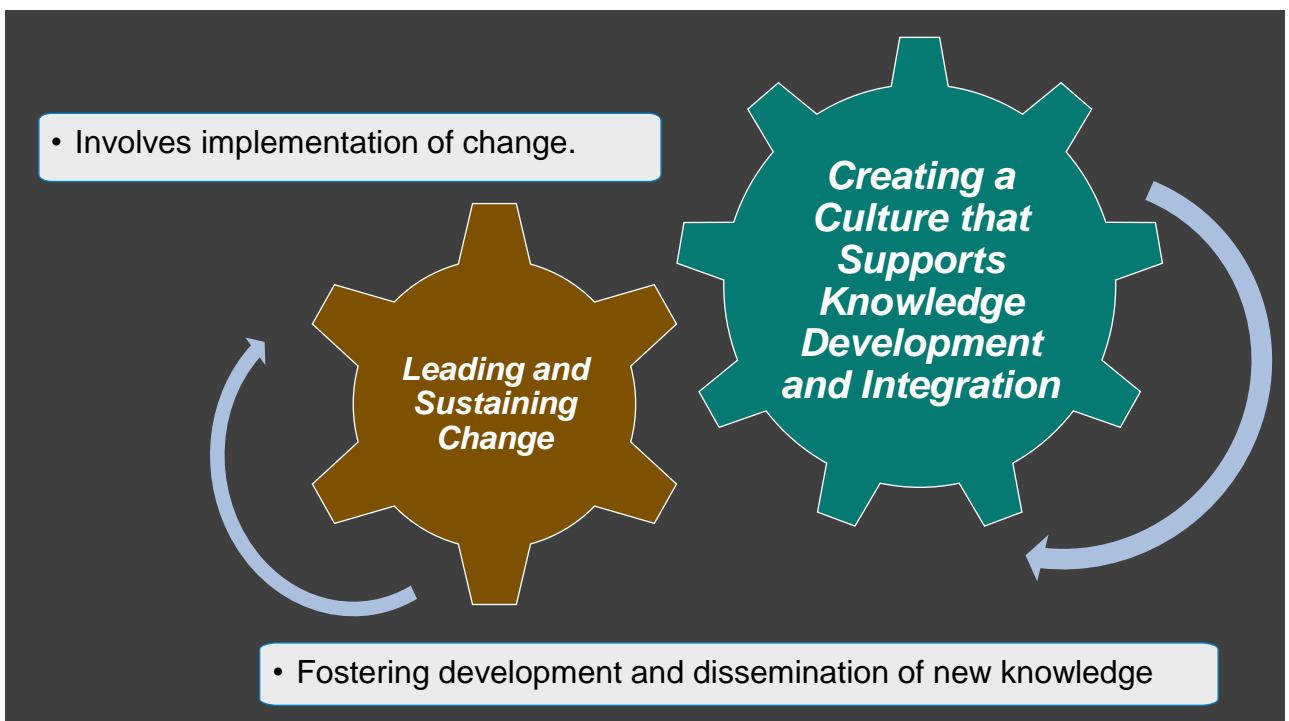
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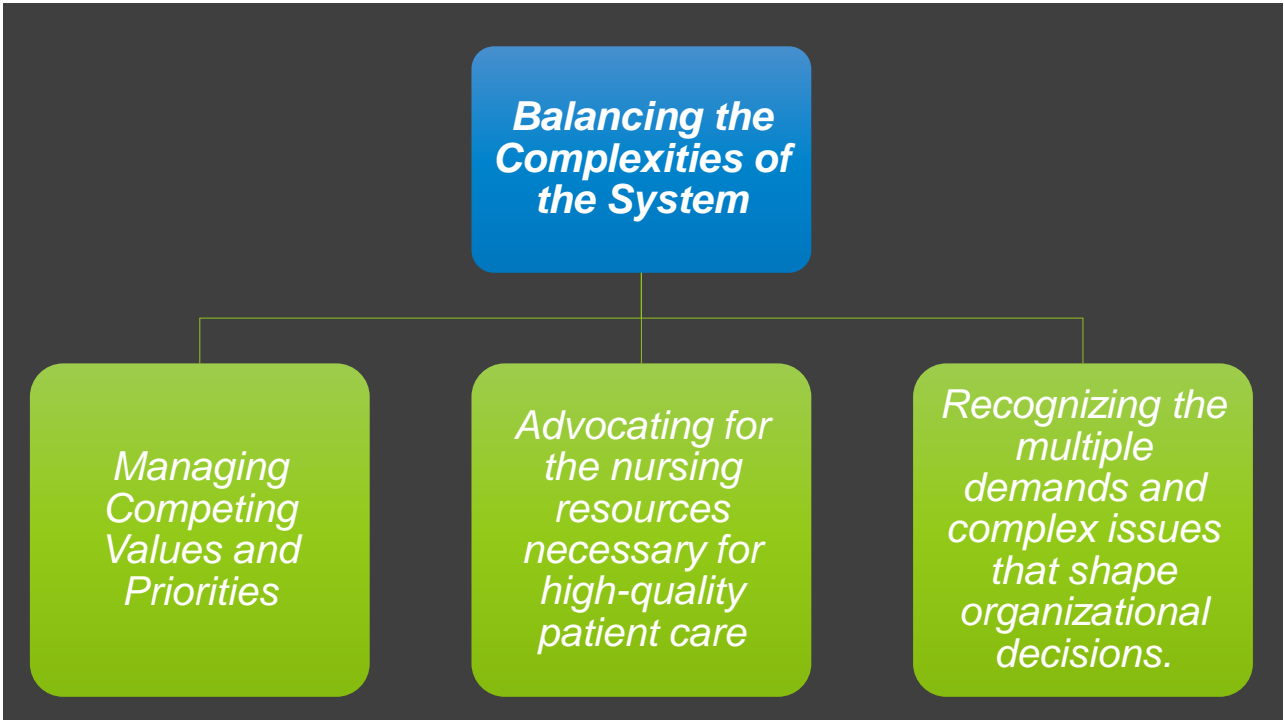


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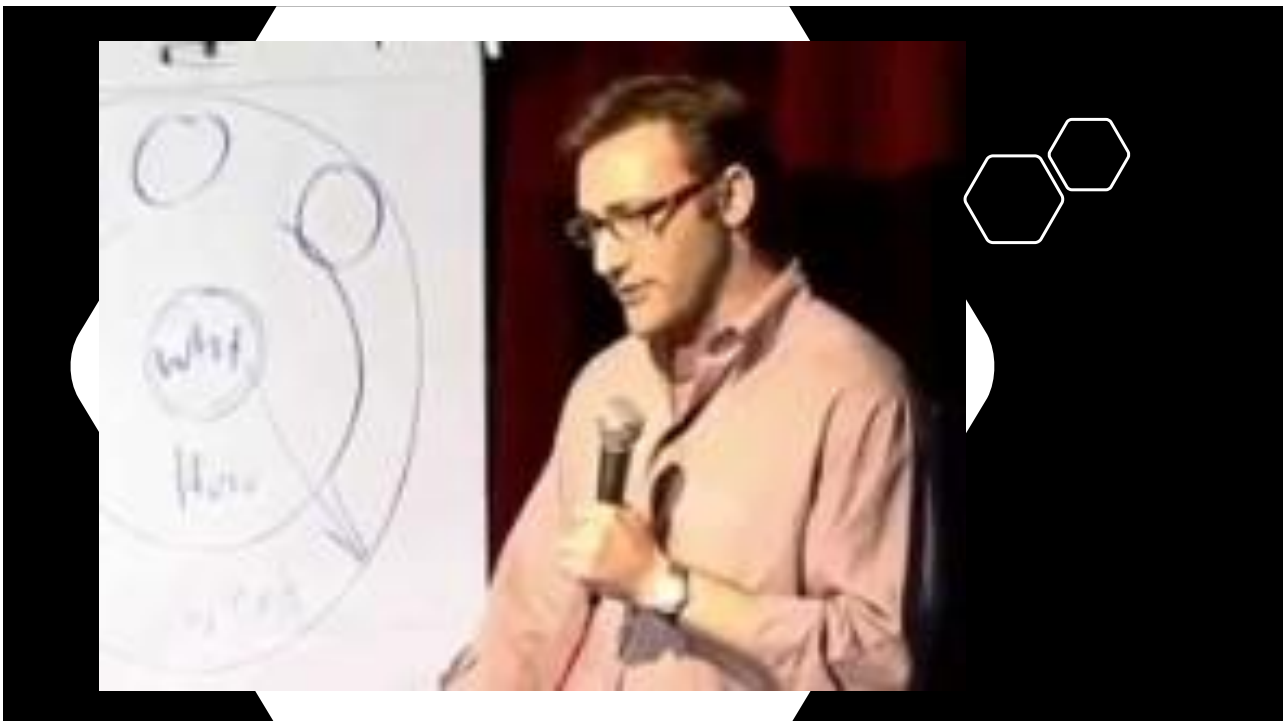


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# Thank you for all you do!

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