

Leadership in nursing: Challenges and possibilities

The labor market has required from nurses a leader behavior, which can impact care outcomes. This statement has allowed us to advance in the knowledge of this subject and discover its challenges and possibilities in the context of the 21st century. Some of them are cited in the following paragraphs. However, there are other subjects can be considered, which constitute subject to discussion and analysis to integrate this construct.

Understanding that leadership is a skill not a position is essential. From this perspective, it is possible to propose strategies to maximize its continuous development in both educational and occupational institutions. However, for this process to be effective, it is necessary that managers adopt a model⁽¹⁾ that is compatible with this practice.

Studies on Authentic Leadership⁽²⁾ and Transformational Leadership⁽³⁾ offer choices. They have measurement instruments, that can optimize the mapping of leadership styles of nurses and adopt individual development plans, with goals to be achieved, to provide the development of this competence. Leaving the utopian aspect and building an intervention proposal is necessary to form human resources that can meet the so emerging health demands. This is a strategic decision, which is associated with the management model,⁽⁴⁾ with the view of making actions effective. If there is no congruence between them, failure may occur and the desired results may not be achieved.

It is necessary to stimulate researchers in Leadership in Nursing to propose, test, and validate models that can fit to different world realities, and construct research methodological designs that can provide managers with evidence of the best option to implement in their services. This advancement is necessary to both instrumentalize management and make research applicable.

In undergraduate and graduate education, a clear model in leadership will also guide professors in what they can expect from student development in training future leaders.

Some challenges and possibilities are posed. However, there are others that have not been included in this editorial. Certainly, they are present in the uneasiness of many nurses, service managers, directors and professors. Translating these wishes into investigations will allow evidence and propose new strategies to form new leaders, so necessary nowadays.

References

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