WHAT IS GOOD LEADERSHIP?

WE HAVE GATHERED KEY CONCEPTS ABOUT GOOD LEADERSHIP ON TO THIS PP-PRESENTATION
THE LEADERSHIP CHARACTERISTICS

BY KELLY P., TAZBIR J.

ESSENTIALS OF NURSING LEADERSHIP AND MANAGEMENT P.7

FIVE QUALITIES AS SEEN IN EFFECTIVE LEADERS

VISION
→ PROVIDE DIRECTION TO PREFERRED FUTURE

PASSION
→ PROVIDE INSPIRATION

INTEGRITY
→ KNOWLEDGE OF SELF, MATURATION, HONESTY

EMPOWERMENT
→ TO EMPOWER PEOPLE; INTENSIONS TO ACTION AND MAINTAINING THE SITUATION

THE LEADERS ARE DIFFERENT FROM NONLEADERS DEFINED AS SIX TRAITS: DRIVE, THE DESIRE TO LEAD, HONESTY AND INTEGRITY, SELF-CONFIDENCE, COGNITIVE ABILITY AND KNOWLEDGE OVER THE BUSINESS

MOST VALUED TRAITS IN LEADER SEEN AS AN EMPLOYEE: CARING, RESPECTABILITY, TRUSTWORTHINESS, FLEXIBILITY
LEADERSHIP SKILLS

BY NORHOUSE P. INTRODUCTION TO LEADERSHIP. CONCEPTS AND PRACTICE
CHAPTER 6.

• ADMINISTRATIVE SKILLS
MANAGING PEOPLE, MANAGING RESOURCES, SHOWING TECHNICAL COMPETENCE

• INTERPERSONAL SKILLS
BEING SOCIALLY PERCEPTIVE, SHOWING EMOTIONAL INTELLIGENCE,
MANAGING INTERPERSONAL CONFLICT

• CONCEPTUAL SKILLS
CREATING VISION, STRATEGIC PLANNING, PROBLEM SOLVING
THE TRENDS OF LEADERSHIP (LEHTINEN E. 2016)

• REMOTE MANAGEMENT:

• REMOTE MANAGEMENT REQUIRES A STRONG TRUST BETWEEN WORKERS AND THEIR EMPLOYERS

• VISION AND GOAL ORIENTED MANAGEMENT ARE IMPORTANT FACTORS FOR A SUCCESSFUL LEADERSHIP

• IN REMOTE MANAGEMENT, THE LEADERS OF THE ORGANIZATION HAVE A BIG ROLE IN MAKING THE ORGANIZATION WORK WELL TOGETHER

• THREE DIFFERENT SKILLS ARE REQUIRED IN REMOTE MANAGEMENT: MASTERY OF THE SPECIFIC TERMS AND WAYS OF WORKING, NETWORKING ABILITIES, GOOD CONSULTATION AND CONCILIATION SKILLS.
THE TRENDS OF LEADERSHIP (LEHTINEN E. 2016)

• INCLUSIVE LEADER:
• LEADS WITH EXAMPLE
• GROUP FIRST
• IS DEEPLY INVOLVED HIS JOB AND WAKENS ENTHUSIASM IN OTHERS
CREATING VISION
(NORTHOUSE P. INTRODUCTION TO LEADERSHIP. CONCEPTS AND PRACTICE. CHAPTER 7.)

EFFECTIVE LEADER CREATES VISION THAT GUIDES PEOPLES BEHAVIOR

• **VISION** IS A MENTAL MODEL OR AN IDEAL FUTURE STATE
• VISION CONSIST OF FIVE CHARACTERISTICS
• A PICTURE= IDEA ABOUT THE FUTURE, COMMON GOAL
• A CHANGE=NEW BETTER WAYS OF DOING THINGS
• VALUES=THE GROUND BENEATH LEADERS VISION
• A MAP= THE DIRECTIONS IN LEADERS VISION, TO KEEP FOLLOWERS ON THE TRACK→SHORT- AND LONG-TERM GOALS
• A CHALLENGE=TO COMMIT YOURSELF TO WORTHWHILE CAUSES
OVERCOMING OBSTACLES DEFINED BY PATH-GOAL LEADERSHIP

NORTHOUSE P.2015. INTRODUCTION TO LEADERSHIP. CONCEPTS AND PRACTICE. CHAPTER 12.

LEADER SHOULD DEFINE EMPLOYEES INDIVIDUAL OBSTACLES.

OBSTACLES SHOULD BE ADDRESSED AND MANAGED.

"THE SIGN OF A GOOD LEADER IS WHO IS WILLING TO HELP INDIVIDUALS OVERCOME THESE OBSTACLES SO THAT THEY CAN MORE EFFECTIVELY MOVE TOWARDS AND ACCOMPLISH THEIR GOALS"(P.301.)

• A GOOD TEAM-LEADER:
  • CARES ABOUT THEIR TEAM
  • KNOWS THE DIFFERENCE BETWEEN LEADERSHIP AND MANAGEMENT
  
• TEAM-LEADER SHOULD KNOW THEMSELVES AND THEIR TEAM (PERSONALITIES, ABILITIES)
  • RECOGNIZE AND APPRECIATE THE KNOWLEDGE AND CONTRIBUTION OF EACH TEAM MEMBER IN THE TEAM
  
• A GOOD LEADER IS SOMEONE WHO THE TEAM-MEMBERS WANT TO FOLLOW AND IS ABLE TO GET MEMBERS TO SHARE THEIR GOALS AND OPINIONS
  • COMMUNICATES AND MAKES SURE THEY’RE UNDERSTOOD
  • PROVIDES RESOURCES AND ABLE ROLES FOR TEAM-MEMBERS
ADAIR’S (1973) FUNCTIONAL LEADERSHIP MODEL

- ELLIS, P., ABBOTT, J. 2013

Diagram showing:
- Total situation
  - Individual needs
  - Task needs
  - Group needs
GOOD LEADERSHIP: FEEDBACK

FEEDBACK = WHEN THE ENVIRONMENT REACTS TO AN ACTION OR BEHAVIOR (FOR EXAMPLE EMPLOYER REACTS TO THE WORK OF HIS/HER EMPLOYEE)

THE IMPORTANCE OF FEEDBACK IS OFTEN FORGOTTEN (AT WORK, ON A TEAM...)

FEEDBACK IS COMMONLY MISTAKEN FOR CRITICISM --> PEOPLE ARE AFRAID TO GIVE AND RECEIVE FEEDBACK

ONE PART OF BEING A GOOD LEADER IS THE CAPABILITY TO GIVE CONSTRUCTIVE FEEDBACK AND ALSO RECEIVE IT

• (DEFRANZO 2015)
ONE PART OF GOOD LEADERSHIP IS TO ALLOW THINGS TO MOVE FORWARD

➢ STAYING STILL, DOING EVERYTHING THE SAME WAY EVERY TIME, NOT CAPABLE OF CHANGE ETC. ARE NOT GOOD METHODS TO USE AS A LEADER

➢ CONTINUOUSLY SEEKING POSSIBLE NEW WAYS TO DO THINGS BETTER, OPEN MINDEDNESS, DIFFERENT PERSPECTIVES ETC. ON THE OTHER HAND ARE GREAT METHODS

IT’S IMPORTANT TO REMEMBER HERE THAT FEEDBACK IS AN ESSENTIAL COMPONENT OF EFFECTIVE CHANGE (SEEKING FEEDBACK, GIVING FEEDBACK AND RECEIVING FEEDBACK)

➢ THE MOST EFFECTIVE TOOL TO HARNESS AND PROMOTE CHANGE TO OUR BENEFIT (MATTHEWS N.D)
GOOD LEADERSHIP: FEEDBACK

FOR LEADERS TO DEVELOP AND IMPROVE THEIR PRACTICES/METHODS, SELF-REFLECTION THROUGHOUT FEEDBACK IS AN ON-GOING PROCESS (FEEDBACK AS A SELF-REFLECTION LEARNING PROCESS – FOR MENTORS N.D)

THINKING ABOUT YOUR SKILLS AND METHODS, REFLECTING YOURSELF FROM ANOTHER PERSPECTIVE, HELPS YOU RECOGNIZE THE CHANGES YOU MIGHT HAVE TO TAKE AS A LEADER (SELF-REFLECTION 2018)

THIS IS ABOUT POSITIVE QUESTIONING:

➢ WHAT DO YOU DO AND WHY DO YOU DO IT
➢ IS THERE MORE EFFECTIVE OR BETTER WAY TO DO IT IN THE FUTURE

SELF-REFLECTING IS A GREAT METHOD TO USE IN CASE OF NEGATIVE FEEDBACK BUT ALSO FOR LEADERS TO UPDATE THEIR KNOWLEDGE AND METHODS ON REGULAR BASES
REFLECTIONS ON ”WHAT HAVE WE LEARNED?”

• GOOD LEadership Demands a lot! in Finnish culture open dialogue on workplaces should be encouraged more by the leader

• Leader should have good skills to conduct development dialogue and use it as an effective tool to improve organization and individuals well-being

• Good leader is responsible and also develops good practice to enhance quality for instance patient safety protocols. Vision is important, often on workplaces there is lack of positive vision. Instead of positive vision there might be the negative vision pictured, where employees get fired or financial problems are arising

• Good leader knows the impact of feedback and uses it to promote change, improve working methods and also for self-reflection
  - Self-reflection on regular bases (not due to negative feedback) is a sign of a good leader
• ELLIS, P., ABBOTT, J. 2013. LEADERSHIP AND MANAGEMENT SKILLS IN HEALTH CARE. NURCE PERSCRIBING. 11, 5, 251-254. VIITATTU 15.2.2018 HTTPS://JANET.FINNA.FI/ CINAHL EBSCO


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• DEFRANZO, S. J. 2015. 5 REASONS WHY FEEDBACK IS IMPORTANT. UK. VIITATTU 22.2.2018.
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