

# Building leaders for the nursing care

## Abstract

**Introduction:** Nursing has been considered like an action field in which the professional becomes a care leader in the clinic, community, management, teaching or investigation areas. This hard work some many times has been unknown to such a level of be seen as a profession of second line with lack of autonomy. The nurse is able to adapts to the changes, obtains success to development strategies to maintain the harmony in his work and structure in an efficient way the plans and programs that the population requires.

**Discussion:** The literature reports the necessity of transform the practice of leadership in nursing that be in accordance to the health system. To favour the develop of management abilities for nursing, joined to the team work with scientific and humanist standpoint. Exist few opportunities to empower the future nurses, the health systems are dynamic, satisfy the health lacks of the persons represent a diary challenge for the nursing professional that gives him the possibility of leads changes in the health teams, the nursing professional must to take possession of this context. The academic programs have to form leaders responsible, committed, creative that invest to the teaching in the current health system because the nurse contributes directly on the conducting of the process and the persons on his care.

**Conclusion:** The leadership is an essential ability in the performance of de nursing professional life to be an exemplary figure on his work; the two concepts, nursing and leadership are complement for develop the care essence. At the future will be see the transcendence over the politic and economic spheres where are took the big decisions of health to give it to the discipline the positioning that deserves, being recognized like a profession of first category. The aim of the study was to analyze the importance of strengthening the leadership in the nursing professional so that they are able to respond to the needs of society.

**Keywords:** education, nursing, leadership, social responsibility, social desirability, competency-based education

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**Mery Luz Valderrama,<sup>1</sup> Sanabria, Juan Pablo Alvarez Najar<sup>2</sup>**

<sup>1</sup>Department of Nursing, Universidad de los Llanos, Colombia

<sup>2</sup>Department of Nursing, Universidad de Boyacá, Colombia

**Correspondence:** Mery Luz Valderrama, Department of Nursing, Universidad de los Llanos. Colombia, Email mvalderrama@unillanos.edu.co

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## Introduction

Through the years, the nursing discipline has been considered like an action field in which the professional becomes a care leader, because is the responsible of the organization, coordination and to start up the health team, independently of his achievement area, either the clinic, community, management, teaching or investigation. However, this hard work some many times has been unknown, other times despised to such a level of be seen as a profession of second line with lack of autonomy which depends of other disciplines.

Despite the fact that the nursing professional occupies an important place on the hierarchy structure of the health team, on occasions the health systems obliges him to be subject to a series of rules, so his achievement must to be in accordance with the organizational culture and this makes that the leader work be limited and have difficulty to practice it.<sup>1,2</sup> However, the nurse has the attribute of adapts in an effective and positive way to the changes, in a way that obtains the success in the development of strategies to maintain the harmony in his work and structure in an efficient way for the plan and programs that the population requires to maintain and get back the health condition. The aim of the study was to analyze the importance of strengthening the leadership in the nursing professional so that they are able to respond to the needs of society.

## Discussion

Garcia M et al.<sup>3</sup> emphasize the urgent necessity of transform the practice of leadership on nursing with the purpose of address it towards the society evaluative process and in accordance with the particular health system. The authors make a calling to obtain an objective image of the leadership having like axis the develop of manage abilities for nursing, joined to the team work with scientific and humanist standpoint.<sup>3</sup> In turn, nursing graduates report complaints during the formation in the relation with the shortage of preparation for the work market for the lacking emphasis that had been given to the leadership matter, they indicate that nursing professional must to have the leader competence when graduates, but this not always happen.<sup>1</sup>

Continuing with the analysis about the nursing professional formation, was found that exist few opportunities to empower the future nurses, so is require a structural change that permits to strengthen the abilities and incentive to be a leader. Still persist traditional models of education formation that are very distant of the actual reality.<sup>2</sup>

Bonilla A<sup>4</sup> sketches out that the practice sceneries are the best context for that the teacher and students take advantage of the opportunity of identify the effective leadership formation because

is the propitious scenery where there are in contact with the health team and his care persons. The author reiterates the necessity of use strategies that strengthen and promote the student autonomy allowing the critic though based on real situations lived in the clinic field.<sup>4</sup>

At the moment, the health systems are dynamic, the technologic develop, the science progress, as well as the person's necessities, communities and the society in general, are in constant change, reason by which satisfy the health lacks of the persons represents a diary challenge for the nursing professional that gives him the possibility of leads changes in the health teams, generating responsibility in the professional that pay attention to the population so that the care be see it in an integral way and permits an effective recovery of the health condition of the population and its environment. About that, Veliz L et al. sketch out that faced with the constant changes of the health system is essential that the nursing professional takes possession of this context, favouring the develop of the health systems as well as the care management, therefore is very useful to acquire tools to practice the effective leadership, process that must to be strengthened from the formation and constant training.<sup>2</sup>

The challenge for the nursing professional's formation is given by the recognition of the develop of the health systems and the necessities generated in each society, situation that belongs to the academy for the construction of programs compliant to the requirements of the globalized world and conditioned to the strengthening of the essentials principles of nursing to guarantee the education and construction of abilities and competences that permits to the professional to be the leader at the health teams. The above is based on the lack of integration between what is said in theory with the practice because there isn't coherence in that regard<sup>4</sup>. According to the previous, Vega Y<sup>5</sup> sketches out that superior education must have like fundamental axis the permanent innovation to form the human talent that responds to the demands of the economic, politic, social, cultural and technologic environment of the society.<sup>5</sup>

The job of the nursing academic programs has to be on the right track to the formation of leader's responsible, committed, creative, solidary and ethic that invest to the teaching in the current health system because the nurse contributes on the conducting of the process and the persons on care. Also make a constant evaluation of the teaching-learning process of the student in formation questioning if the preparation is the suitable for the actual context and not fall in a total disassembly in front of the existent changes in the health system.<sup>1,2,6,7</sup>

## Conclusion

Is imperative for the nursing professional's formation to establish its own criterions of the administration and management that permits to generate abilities and competences that in an effective way can be demonstrated in the labour field, being the leader of the health teams with the final purpose of warrant the execution of health actions that produce a positive impact on the individual, the community and society in general.

The nursing leadership in front of the rest disciplines have to be categorical, given that in health is necessary to take administrative and assistance decisions that go to favour the health condition of the population and in most of the cases it's on the hands of the nursing professionals who are the leaders in the health team. The leadership is an essential ability in the performance of de nursing professional life, is who invests answers to the problems derived from de clinic, community, management or teaching areas, also is the capable person to communicate effectively with the health team and possesses the initiative to take assertive decisions. The previous makes that has a model performance in his work, the two concepts, nursing and leadership are complement for develop the care essence.

In spite of the difficulties that presents to apply the leadership, who has an integral formation in nursing will be prepared to assume challenges and practice the paper of leader, influential, independent and inventor of his own history, having the vision of that not exist limits or tumbles that can stop him to practice his role.

Anyway, always will be validate and indispensable the integral formation of the nursing professionals to make possible the flourish of leadership abilities that a future transcends over the politic and economic spheres where are took the big decisions of the health system. This is the opportunity to give it to the discipline the positioning that deserves and be recognized with pride like a profession of first category.

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## Conflict of interest

The author declares no conflict of interest.

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