

Reflect upon a leader or manager who positively or negatively impacted your practice. Describe the impact on your nursing practice.

The nurse leader that impacted my nursing practice was the Outpatient Surgery Center Director (OSC). The OSC Director had a Doctor of Nursing Practice (DNP) degree and every day, she changed into scrubs and helped the unit. This nurse leader will go around the unit and give breaks to all her staff. She never used her position to impose her opinions or personal ways on the staff. She always showed respect and commitment to the patients and staff. She will hold weekly meetings to improve the unit's work environment and implement staff's suggestions to maintain a healthy work environment. When working on conflicts within the unit, she never took on the side of the story. She was fair to all her staff, new or old. She was a sympathetic, ethical, and committed leader with her staff. She believed in positive change and future staff advancement (Fitzpatrick et al., 2023).

Discuss the impact on the practice environment.

The impact on the practice work environment was one of safety, team collaboration, effective teamwork, open communication, and overall a positive work environment. A positive work environment is vital for providing optimum patient care and appealing and retaining highly trained healthcare professionals (Maassen et al., 2021). Patients would compliment the care they received in the unit and express that it was one of the best medical care they have ever received. Many of the patients would recommend the center to family members and friends. Many patients who moved away from the area would drive for over one hour because of the quality of care they received in the past. The OSC was one of the most challenging places to get hired because the nurses would leave until they retired. Everyone in the hospital wanted to be under the leadership of the OSC Director.

Analyze the individual's leadership skills using either the American Association of Colleges of Nursing (AACN) or the American Organization for Nursing Leadership (AONL) leadership competencies provided in the Week 1 Explore lesson.

The OSC Director's leadership demonstrated competencies from the American Association of Colleges of Nursing (AACN). For instance, The OSC director utilized advanced nursing leadership skills by encouraging the nursing staff to continue their nursing education. Demonstrate leadership skills by working with the unit staff when we were short of staff. Encourage staff participation in work environment changes (American Association of Colleges of Nursing, 2021). Her knowledge of patient care was guided by evidence-based practice. Each week, she would set up meetings that would promote patient safety and a healthy work environment. She would