

NR 703 Week 1 - Building Leadership Capacity

Reflect on your personal and professional experience using the lessons in Week 1, your NR703 Self-Reflection: Performance Behaviors of Transformational Leaders, and the Strengths-to- Strategy Plan results. Address the following:

- **Describe and give examples of your two strongest leadership competencies and two most significant leadership gaps, weaknesses, or developmental opportunities. (1 paragraph) L**

Leadership has been primarily defined as managing a team or organization and a set of personal skills or traits or focusing on the relational interaction between leaders and followers (Charalambous, 2023). The nurse leader is versatile and can incorporate and interchange the various leadership styles, adjusting and maximizing the situation to introduce change. My two strongest leadership competencies as a nurse leader are empowering people and influencing others. The goal is to create an empowering workplace that values and facilitates nurses' independence. As the leader (Director of Nursing), I educate the staff members regarding policies and changes in a collaborative environment that can drive a positive outcome for the patient and the staff member. When collaborating, I ensure that everyone at the table has a voice. Furthermore, it creates conditions that support and encourage nurses to exercise control over their practice. Regarding influencing others, as a nurse leader, I allow staff to articulate ideas for a vision when change is in place. In nursing, there is always room to grow; my two significant leadership gaps before attaining my MSN were the lack of knowledge and the inability to attend developmental programs. Nurses must develop their knowledge and professional skills to deliver high-quality care, thus ensuring patient safety and satisfaction (Severinsson et al., 2019). Since the DNP program, I have utilized the concept of evidence-based practice to address those gaps and conduct proper research to discuss areas of change that can be initiated amongst several units in the hospital. Access to clinical data and understanding team leadership can help nursing management develop strategies for identifying knowledge gaps. Now, I seek new knowledge and education to function as a leader. Webb et al. (2017) discussed the importance of professional development through career mapping. Positive outcomes from using the career mapping model provided structure within an evidence-based process, resulting in enhanced professional development.

- **Describe and explain how your leadership strengths differ from management skills or behaviors. (1 paragraph)**

One responsibility of a manager is to control a group to achieve a specific objective. Additionally, leadership is the ability of an individual to motivate, influence, and enable other employees to contribute to an organization's success (Williamson, 2023). Inspiration and influence separate leaders from managers, not the sense of control and power. Leading and managing are two distinct methods of enhancing employees' ability to work more efficiently. Leadership is a key element of the new vision and initiatives, while management manages the resources effectively to bring those visions to life. I shaped my leadership skills by developing emotional intelligence and learning how to influence others. I used to serve as a nurse manager,