**Nsg498 Week1**

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Date:

# **Introduction**

Nursing practitioners play a crucial role in problem identification. They assess clients regarding in-depth economic, psychological, lifestyle, and social factors. They also diagnose clients after considering their behavior and physical symptoms. Nurses determine the issues' frequency by interviewing the victims and doing further diagnostic examinations. Besides, they engage in research activities by assessing patient outcomes. Through their experience and interaction with patients, nurses can identify new health problems that require addressing and escalating issues that need advanced solutions. During planning and implementation, nurses provide vital input. The forecast costs, benefits, and risks during designing and assess outcomes during the project's implementation. The paper discusses the actions of a nurse leader in various situations.

# **Nurse Leader’s Role in Communication with Stakeholders**

The nurse leader facilitates communication in the entire department for which they are responsible. Nursing leaders communicate with patients to know whether nurses are performing their assigned roles and responsibilities. They communicate with doctors to ensure that patients get the proper medication and on time. They can call for an emergency doctor's attention in case a patient's situation worsens. They also share progress updates with program managers and superior leaders. In case additional funds are vital during program implementation, nurse leaders communicate to the relevant financial managers. They also speak to solve conflicts and find solutions to problems within their departments (Anonson et al., 2014, p.131). Nurse leaders also communicate within themselves to identify issues and find their answers. They gather relevant parties and data to ensure that the actions taken will benefit the patients and ensure good health outcomes.

# **Nurse Leader’s Role in Training**

Nurse leaders also play a critical role in training other nursing personnel. They attend training on leadership skills and other vital skills within their practice. They organize for the training of junior nurses. They also arrange for seminars and training programs to equip nurses with sufficient knowledge. Nurse leaders monitor the training sessions to ensure that they meet the required criteria and that nurses do not miss out on essential sessions (Bianchi et al., 2018, p.918). They also organize education programs where trained nurses educate the public, colleagues, and relevant parties on various issues. Besides, they are responsible for creating effective processes and systems that facilitate effective nursing practice in all healthcare areas.

# **Nurse Leader’s Budgeting Role**

Sometimes, program managers can involve several nurses when designing program budgets. However, the nurse leaders must take part in formulating the budget. They identify areas that need financial aid and required equipment in facilities. They also document such financial requirements and present a budget to the committee (Dyess et al., 2016). Also, nurse leaders make vital decisions regarding the supply and usage of resources. Therefore, they help in financial planning, budget implementation, and evaluation to ensure that allocated resources are enough. They are vital in containing and minimizing costs to fit the desired budget. They can know where to reduce funds or the activities that can await if the funds are insufficient.

# **Nurse Leader’s Role in Change Management**

Nurses present their complaints and issues to their leaders. The nurse leaders use the information from nurses to decide the vital changes needed in their departments (Lunden et al., 2017, p.408). They organize and prepare subordinate nurses for significant changes. They also lay down policies and procedures to utilize during the change process. When implementing changes, nurse leaders ensure the cooperation of all nurses to enhance effectiveness. They conduct evaluation meetings to check on the progress. Also, during the implementation of significant changes, they ensure patient care and safety and set strict schedules to ensure that all activities flow as desired.

The nurse leader can apply various change management models to guide when executing significant changes and ensuring their acceptance. During the implementation of my project, the nurse leader can use Lewin's theory. The first phase entails unfreezing, where the nurse leader defines the current process to the subordinates (Wojciechowski et al., 2016). The leader explains the entire process, and the team helps in analyzing the process' benefits and challenges. Using the challenges, every team member can easily see the need for immediate changes in the current processes. The second phase is the change step, where the nurse leader makes various vital changes and ensures their implementation. The subordinate nurses give feedback concerning the new changes, and if they are effective, the leader refreezes them in the third phase. Therefore, refreezing defines the latest changes and ensures that everyone works within the new boundaries and requirements.

# **Authority of Nurse Leaders**

Nurse leaders have the authority to develop new treatment plans. They evaluate the existing methods and decide on their effectiveness. They also collect information regarding patient outcomes and use it in assessing the benefits of various programs and projects (Dyess et al., 2016). Using patient reports and their judgment, they have the authority to examine and evaluate results. Also, they manage their teams to ensure effective patient care and good outcomes. They can question nurses and seek clarification where necessary. Also, they have the authority to assign responsibilities and enhance accountability in all areas within their scope.

# **Conclusion**

In conclusion, nurse leaders are an essential component when implementing programs and executing projects. They define problems, assess situations, and assist other nurses in creating good patient outcomes. Nurse leaders are crucial in enhancing communication throughout their departments. They help in problem identification and conflict resolution. They also engage in budgeting by estimating costs and ensuring that the budget is for all vital resources. Training is also crucial, and nurse leaders organize for the training of their team members to equip them with necessary skills and ensure that they are up-to-date regarding their nursing roles. During significant organizational changes, nurse leaders manage the process to ensure its effectiveness and participation of all relevant stakeholders.

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