Leadership Philosophy

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Leadership Philosophy

Effective nursing leadership is complex and includes a varied skill mix, incorporating personal morals, values, lived experiences, and a personal and professional vision to empower, motivate, and inspire others to work to their full potential (Kouzes & Posner, 2023). Developing strong leadership qualities takes discipline, intellect, and a passion for lifelong learning. My own leadership philosophy encompasses concepts from transformational, human-centred, and situational leadership theories.

Transformational theory strives for positive patient outcomes and reaching organizational goals and metrics using leadership characteristics of discipline, influence, empowerment, inspirational motivation, integrity, and intellect (Fischer, 2016).

Human-centred theory goes a step further and prioritizes creating a positive culture, incorporating the leader's self-actualization while meeting quality and operational metrics, improving patient outcomes, and meeting the team's needs (Leclerc et al., 2020).

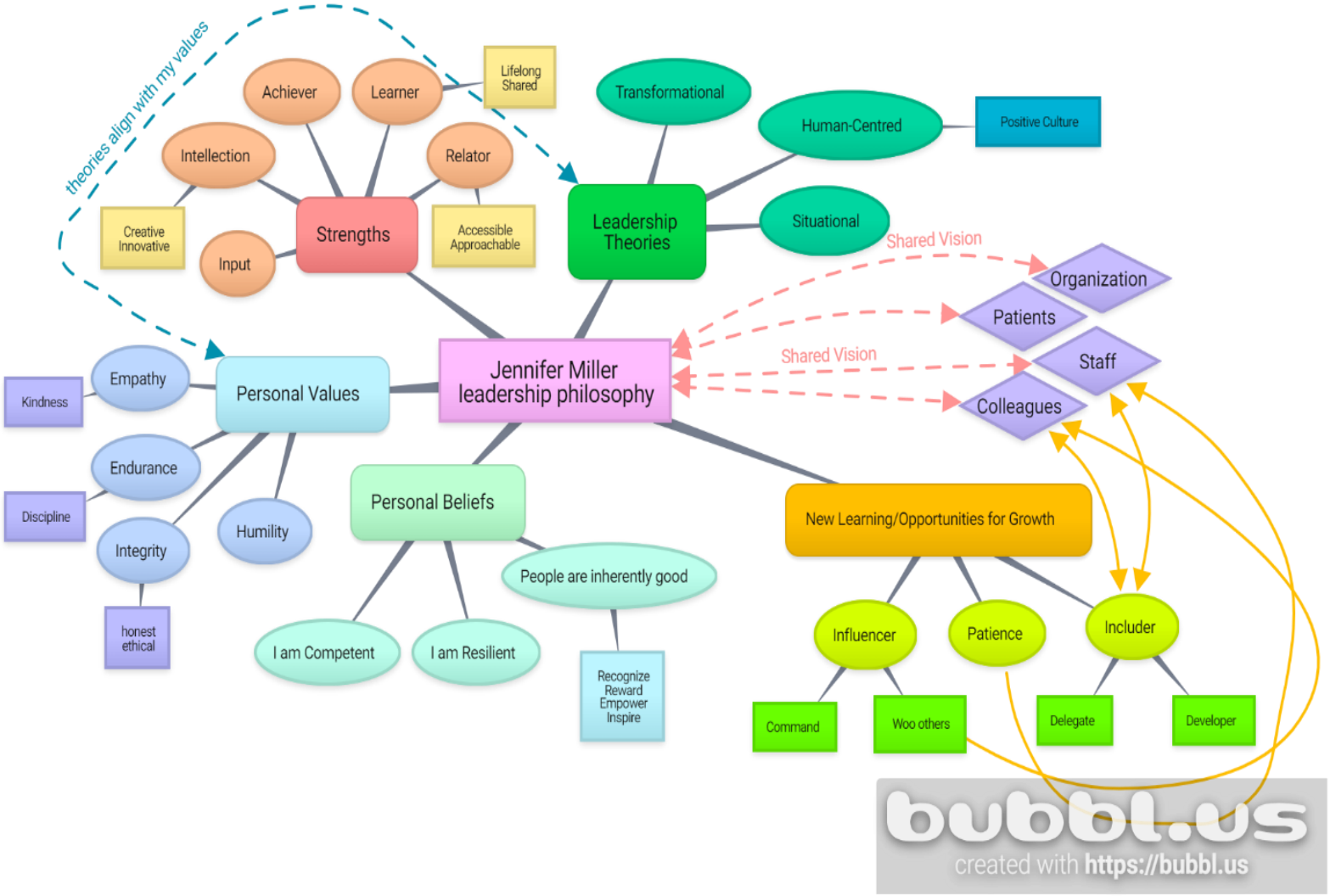
Situational theory is a highly adaptable and flexible leadership style that serves the needs of a specific situation.

My leadership strengths include achiever, input, intellection, learner, and relator, which are strongly aligned with strategic thinking and include executing and relationship building (Clifton, 2021). My personal beliefs and values include integrity, empathy, endurance, humility, competence, resiliency, and an inherent optimism regarding people's intent. Considering the leadership theories that resonate with me, my leadership assessment strengths, and my personal values and beliefs, my leadership philosophy is as follows:

1. I use my passion for learning, knowledge, and professional growth to inspire and motivate others to identify their goals and grow personally and professionally.

2. My endurance and resiliency set a positive and motivating example for others, and my underlying achiever strength helps me meet organizational goals.
3. My competence and need for information and knowledge allow me to develop innovative and creative ways to achieve organizational and professional goals while engaging my teams.
4. My innate sense of empathy, kindness, and humility inspires my team to share my vision and engage patients during daily leader rounding.
5. As a relator, I feel compelled to recognize and reward my teams who exceed expectations and engage in positive culture change.
6. I am accessible, inquisitive, positive, and genuinely interested in people's ideas for improving processes. I want to assist my team to achieve their own goals.
7. I communicate often, sincerely, and transparently with respect for others.
8. I lead by example by continuing my education, maintaining professional certifications, volunteering for community outreach activities, and sharing my knowledge and resources.
9. I am working hard to better influence my teams to participate in performance improvement with patience and collaborate more effectively with colleagues.
10. Most importantly, I align the organizational mission with my values and beliefs for a shared vision encompassing patient outcomes and safety, team growth and satisfaction, and a focus on organizational goals.

My conceptual leadership philosophy map is illustrated below.


theories align with my values
Achiever
Learner
Lifelong
Shared
Intellection
Relator
Creative
Innovative
Input
Strengths
Accessible
Approachable
Transformational
Human-Centred
Positive Culture
Leadership
Theories
Situational
Shared Vision
Organization
Patients
Shared Vision
Staff
Colleagues
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Kindness
Empathy
Personal Values
Endurance
Discipline
Integrity
Humility
honest
ethical
Personal Beliefs
People are inherently good
I am Competent
I am Resilient
Recognize
Reward
Empower
Inspire
New Learning/Opportunities for Growth
Influencer
Patience
Includer
Command
Woo others
Delegate
Developer
bubbl.us
created with https://bubbl.us

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