

Barriers to Nurse Leadership

Highlights of a literature survey

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Background

- IOM's Future of Nursing Report Goals and Recommendations
 - Full scope of practice
 - More education
 - Full partnership with health care teams
 - Data collection

- Rec. 1: Remove scope of practice barriers
- Rec. 7: Equip nurses to lead change

Methods

- Database Search
 - CINAHL, PubMed, Medline, GoogleScholar
 - Key words “nursing leadership”, “barrier”
- CNO/DON Survey

Results: Definitions

- Leadership: being “able to achieve what [is] right for the greater good among nurses by being concerned about what would improve their quality of life so that they in turn could work with patients on quality of life from the patient’s perspective” (Ferguson-Paré, 2011)
- Leadership: “nurturing empowerment, promoting individualism, open communication and inclusive decision-making” for ALL team members (Davidson, 2006)

Results: Lack of Education

- Leadership vs. Management
 - Human resources
 - Budgets
 - Information technology
 - Deputizing for senior colleagues
 - Time management
 - Delegation
 - Dealing with physicians

Results: Lack of Empowerment

- Dealing with Physicians
- Scope of Practice Laws



- Vision
 - “Nursing leadership needs a voice” (Sieg, 2009)
 - There must be “commitment to a vision, willingness to risk, and reverence for others” (Pilkington, 2011)
 - Challenging the Status Quo

Results: DON Survey

- What skills do nurses need?
 - Time management
 - Delegation
 - Organization

Summary

- Commitment to managerial ability
- Unifying and clarifying vision for nursing change
- Changing both mindset and laws to allow nurses to lead