Assessing Your Leadership Competencies

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- Dr. Sheila Grossman
- creator of the Leadership & Management Competency Checklist for Entry Level Staff Nurse

Objectives

- Examine nursing group empowerment (10 minutes of lecture)
- Assess nursing leadership competencies (knowledge and skills) (10 minutes of independent assessment)

Objectives continued

- Identify strategies for improving nursing leadership competencies
  - (10 minutes of group work)
  - (20 minutes of sharing group results)
- Time for questions and discussion (10 minutes)

Nursing Group Empowerment

- Nursing group = all nurses who are working together
  - Generally in one work area
  - Today – all nurses at one table

Nursing Group Empowerment continued

- Nursing group empowerment is the ability of a group to achieve its goals.
  - Work setting – goal would be to provide safe and quality ‘care’ to those with whom nurses work
  - Today – goal is to assess your leadership competencies and gain ideas as to how to further improve them
Strategies to Assist a Group to Improve its Empowerment

• Selected strategies to assist a group to improve its empowerment (based on the theory of group empowerment within organizations (Sieloff & Bularzik, 2011)

1) The desired outcomes for the group provide for the development of the clinical competence of the group members.

Strategies continued

• Work setting – inservices and continuing education, designed to further develop the clinical competence of all group members, are part of the group’s desired outcomes

• Today – desired outcomes also relate to further developing your clinical competence in relation to being a leader:
  - Assess nursing leadership competencies and
  - Identify strategies for further improving nursing leadership competencies

Strategies continued

2) The group has the resources needed to achieve desired group outcomes.

• Work setting – staffing, supplies, information, support staff, etc.

• Today – surveys, time, group members

Strategies continued

3) The results of research are integrated into current group practice.

• Work setting – evidence-based practice, research councils, library support, journal clubs, Internet searches, etc.

• Today – identification of strategies group members have found to be effective, presentation bibliography

Assessing Leadership Competencies

• Background
  - Montana Center to Advance Health through Nursing (www.mtcahn.org)
  - Council for Nursing Leadership Development
  - Surveys to assess Montana’s nurses’ needs in relation to leadership knowledge and skills

Assessing Leadership Competencies continued

- Each table has one of the surveys plus the demographic survey

- Each person to complete both surveys independently and

- Identify their priority information need

- Ten minutes
**Group Strategy Development**

- Participants at each table to discuss their priority areas
- Each table group to select one priority to report to the overall group
- Each table group to identify one strategy that might be used to address the priority area
- Ten minutes

**Sharing of Strategies**

A representative from each group will share the group’s priority and a strategy they believe will help address the priority (30 minutes - Includes questions and discussion)

**Contact Information**

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**References**


- Countdown timer for slides from http://www.m62.net/powerpoint-slides/conference-slides/powerpoint-countdown-timer/
Bibliography – Authority and Power of Your Role


Bibliography – Collaboration


Bibliography – Communication


Bibliography – Confidence, Professional Image, Commitment to the Profession


Bibliography – Decision-Making, Problem-Solving, Trouble-Shooting

### Bibliography – Group Dynamics, Cultural Competency


### Bibliography – Risk Management


### Bibliography – Team-Building, Followership


### Bibliography – Unit Vision and Research Development

Bibliography – Work Area Management


