NURTURING AND LAUNCHING THE NEW GENERATION OF NURSING AND MIDWIFERY LEADERS

Rosemarie L. Josey (Mrs.)
Atlantic Board Member
Commonwealth Nurses and Midwives Federation
ARE LEADERS BORN OR ARE LEADERS MADE?
“Leaders are recognized, not chosen. People seek out leaders unconsciously, and leaders step to the forefront almost instinctively”. Author: Unknown
THERE ARE DIFFERENT KINDS OF LEADERS

Formal Leader
Leadership from position
INFORMAL
LEADERSHIP FROM RESPECT
INFORMAL/FORMAL
LEADERSHIP FROM POSITION AND RESPECT
Florence Nightingale sensed a 'calling' from God at an early age and believed she was destined to do something greater with her life.
THE JOURNEY TO SUCCESS
WHAT TYPE OF NURSING LEADER ARE YOU?

- Transformational
- Servant

AUTHENTIC

INFLUENCE
The true measure of leadership is influence – nothing more, nothing less

John C. Maxwell
SERVANT LEADERSHIP VS. TRADITIONAL LEADERSHIP

“The servant-leader is servant first…”

A servant-leader focuses primarily on the growth and well-being of people and the communities to which they belong. While traditional leadership generally involves the accumulation and exercise of power by one at the “top of the pyramid,” servant leadership is different. The servant-leader shares power, puts the needs of others first and helps people develop and perform as highly as possible.

Robert K. Greenleaf
“The first and most important choice a leader makes is the choice to serve, without which one’s capacity to lead is severely limited.” - Robert K. Greenleaf, 1970
DO TIGERS (NURSES) EAT THEIR YOUNG?
Is to enable people to sense their individual innate worth and potential for growth, and contribute their talents and passion, their VOICE to accomplish the organization’s highest priorities in a principle way. (Steven R. Covey)
The essence of leadership is to influence other people (Whitehead, 2007) to move in the same direction (King, 2015).
a general definition, suggest that empowerment is a multi-dimensional social process that helps people gain control over their own lives. It is a process that fosters power (that is, the capacity to implement) in people, for use in their own lives, their communities, and in their society, by acting on issues that they define as important.
MUST HAVE …

Leadership qualities

▪ Leaders are continually learning
▪ Leaders are people who serve others
▪ Leaders are positive people
▪ Leaders believe in their followers
▪ Leaders are informed
▪ Leaders are creative
▪ Leaders lead a balanced life and look after themselves
Cultivate compelling vision

- See the ‘possible’ in the present strengths and aspirations of those involved
- Use vision as source of unity and hope
- Drive change forward
ACT PURPOSEFULLY

- Think and act strategically
- Plan the work and then work the plan
- Count what counts
- Know what is truly necessary
- See compromise as a useful tool
- Look ahead
ACTIVELY COLLABORATE AND PARTNER

Know value to:
• Build understanding and mutual support
• Conserve scarce resources
• Have others help carry the water
EMBRACE DIFFERENCES

• Understand difference as richness
• new ideas and approaches
• networks and options
• Cultivate common ground for the common good
• honor difference
• share the benefit and the credit
• encourage more than one option
• enlarge your circle of supporters
ACT WITH INTEGRITY

• Advocate for those most vulnerable
• Take risks as the price of progress
  - not afraid to leap into the unknown
• Seek and tell truth
• Assume responsibility and apologize if wrong
• Lead by example
• Do not give up in the face of adversity
  - even if it means sticking your neck out
FIND WAYS TO RENEW AND REFLECT

Through:
• Supportive communities
• Meaningful personal and professional relationships
• Ongoing learning
• Generosity of spirit
• Look after your physical, intellectual, emotion, social and spiritual self
REFLECTION

• What legacy of leadership will you leave?

• How do you want people to remember you as a leader
IDENTIFYING, NURTURING AND SUPPORTING POTENTIAL LEADERS ARE CRITICAL COMPONENTS IN MAINTAINING A PIPELINE FOR CONTINUITY OF YOUR ORGANIZATION
LEADERSHIP QUALITIES

“Character in leadership is the most important balance for leadership. Without character, leaders have no safety. Leadership has no protection WITHOUT CHARACTER”.

Dr. Myles Munroe
THANK YOU