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**NOTES ON...**  
**NURSING**  
**LEADERSHIP**

WILEY Blackwell



## **Notes On... Nursing Leadership**



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*Dr. Alison H. James*

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**WILEY** Blackwell

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## Preface

The landscape of healthcare provision across the world has changed in the past few years. An increased dependence on technology, growing financial pressure on the world's health services, the potential impact of AI, an ongoing shortage of qualified nursing and other health professional staff, the global pandemic, political turmoil and a host of other regional and local pressures has meant the act of providing and leading care in the healthcare domain or health service has come under growing pressure. In addition, the path towards becoming a nurse or health professional has changed, with unprecedented clinical challenges and changes in the way students learn. The provision of methods and content of education has required a rapid response as a result and the effectiveness of this is hugely important for the future of the healthcare workforce. The global pandemic has exposed weaknesses in health services around the world, but it has also emphasised the commitment, care and courage health professionals have been able to bring to their roles each day and in a multitude of clinical environments.

Today's nursing and health professional students are leaders for tomorrow's healthcare, and this book outlines the key aspects of leadership and what leadership means for today's health professionals facing sustained and ongoing change and clinical challenges. Nurses and other health professionals are expected to employ a solid knowledge base, sound clinical skills and think critically and to do so with a firm grasp of what it means to lead and how leadership is applied in the health service. However, this too is coming under pressure from the same forces mentioned above with the additional challenges of burnout,

compassion fatigue, bullying and a seeming host of more hostile detractors of the importance of professionalism. Yet those who embrace the challenges of being a healthcare professional do so with strength of belief in their worth and value to communities and society, and this is the potency from which great leadership evolves.

This text *Notes On. . . Nursing Leadership* is written to provide an outline or overview of what it means to be a nurse leader in the health service, with a focus on the perspective of a clinical nurse. Its aim is to help nurses and health professionals understand how concepts, skills and context within nursing leadership is applied and how effective nurse leadership can, or might, be used to enhance individual development, clinical practice and the overall health services and patient care.

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In addition, thank you to our academic colleagues from around the world, who have offered encouragement and support especially those at Cardiff University.

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Alison began her nursing career in 1986 qualifying as a Registered Nurse and working in neurosciences for her formative years. Having previously completed a BA in Humanities, Alison then completed a Diploma in Critical Care and BA in Healthcare Studies before moving into clinical research nursing. Completing an MA in Healthcare Law and Ethics, Alison then worked as a Knowledge Transfer Consultant in health and social care for several years and returned to Wales in 2014 as an academic in adult nursing at Cardiff University where she completed her Doctorate in Advanced Healthcare Practice. This has enabled Alison to focus on her research and scholarship in healthcare leadership and she is currently a Reader in the School of Healthcare Sciences where she continues to teach and research her area of interest, publishing and speaking internationally. Having previously co-authored *Clinical Leadership in Nursing and Healthcare* with David Stanley and Clare Bennett, Alison continues to contribute to evidence and scholarship in this area.

**DAVID STANLEY** NursD, MSC HS, BA NG, DIP HE (NURSING), EX-RN, EX-RM, TF, GERONTIC CERT, GRAD CERT HPE

David began his nursing career in the days when nurses wore huge belt buckles and funny hats. He ‘trained’ as a Registered Nurse and Midwife in South Australia and worked through his formative career in several hospitals and clinical environments in Australia. In 1993, he completed a Bachelor of Nursing at Flinders University, Adelaide, and, after a number of years of volunteer work in Africa, he moved to the United Kingdom and

worked as the Coordinator of Children's Services and as a Nurse Practitioner. He completed a Master of Health Science degree at Birmingham University. For a short time, he worked in Central Australia for Remote Health Services before returning to the United Kingdom to complete his nursing doctorate, researching clinical leadership. This resulted in the development of a new values-based leadership theory: *Congruent Leadership*. He continued to research in the areas of clinical leadership, men in nursing and the role of the media in nursing while contributing to teaching roles at several Australian Universities. He has recently retired from nursing and is focused on writing poetry and fiction.