

Weekly Discussion #3

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MSN580-01: Role of the Advanced Practice Nurse

Dr. Jimmy Reyes

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1. *Discuss Servant-Leadership, Transformational and Transactional Leadership, Relational Leadership, and Clinical and Congruent Leadership and how they apply to APNs.*

Servant-Leadership is the practice of meeting others' needs while accomplishing work; it prioritizes serving others (Joel, 2022). Transformational and transactional leadership, mutual purpose and an exchange for services (Joel, 2022). Relational leaders require the ability to persuade others, including their own viewpoints (Joel, 2022). Clinical leadership and congruent leadership involve a patient-first perspective and align with the clinical leader's values regarding care and nursing (Joel, 2022).

The role of the advanced practice nurse (APN) needs to be a proper mix of different leadership styles. An APN should have the desire to serve the team while also building working relationships based on a shared purpose, and the exchange of services should be based on the team's needs. An APN should be able to persuade others while incorporating their viewpoints and aligning with the clinical leader's values regarding care and nursing. An APN should, more than anything, exude a patient-first perspective that motivates the team to be part of it.

2. *Explain how you will use power, authority, influence, and your personality in your leadership as an APN.*

I hope to use my power by combining all these leadership styles. I can see myself building stronger connections with my team by demonstrating that I trust their judgments concerning patients. I also see myself building stronger relationships with my patients by listening to what they have to say. This can encourage my team to demonstrate greater integrity and care in patient care (Joel, 2022). I love humor, and in a medical setting, finding humor needs to be done respectfully and with grace. I can see myself taking a joke and demonstrating self-control when necessary.

3. *Write about an APN you know. What leadership qualities of this person do you admire? How can you use your networking to provide mentoring in your new APN role?*

This is something that happened recently. Provider Gray demonstrated servant leadership as well as situational leadership. I came to him with a dilemma, and even though I knew he was busy, he never made me feel like I was a nuisance. I was advocating for my patient because he had a specific request for Metamucil because, to him, it's the only thing that works. I had gone to the pharmacist earlier and asked her if they carried Metamucil, but instead of saying yes, she blew me off and told me to tell the patient that their food has enough fiber. I remained professional and thanked her for her time, but I immediately went to the provider for clarification that the pharmacist isn't supposed to tell me what to tell a patient. Provider Gray agreed, and so there wouldn't be any problems, he put the order in himself. I admire

Provider Gray's patience, listening, and ability to act; he placed the order himself so that I didn't have to deal with the Pharmacist possibly questioning or complaining about not listening to her.

References

Joel, L. A. (2022). *Advanced Practice Nursing*. F.A. Davis.

Peer/Professor Response:

Hello Dr. Reyes, and thank you for the question,

As an advanced practice nurse (APN), I will need to be a proper mix of different leadership styles (Joel, 2022). With servant-leadership, I will have the desire to serve the team by agreeing or educating nurses on their recommendations for patients. Transformational and transactional leadership build working relationships based on a shared purpose: the patient's well-being. My medical team goals will be patient-oriented. Furthermore, transformational leadership is based on credibility with my staff; I will do what I say I will do (Joel, 2022). Transactional leadership is best explained by Joel (2022); it's either a promise for reward or a fear of penalties. As an APN, I would be leaning more towards a promise-for-reward approach, i.e., buying food when quality patient care goals are met, such as no falls for the month. I can also see myself using a fear of penalties, and I believe this depends on the staff I'm working with. Some staff need fear of penalties to do their bare minimum of work; other staff thrive off belonging and benefiting from rewards, in my opinion.

As an APN, I will be able to persuade others while incorporating their viewpoints through relational leadership, i.e., creating a healthy work environment that takes into account everyone's cultures and perspectives. Congruent leadership aligns with clinical leaders' values regarding care and nursing (Joel, 2022). I will match these values every day to further solidify the importance of quality patient care. In clinical leadership, I will stay strong in my belief in a patient-first perspective and use positive motivation with my team so they know they are an important part of quality patient care. Leadership isn't simply leading subordinates; it's also following my own leadership and coordinating with other departments. I will need to be flexible with my leadership styles and remain fair.

References

Joel, L. A. (2022). *Advanced Practice Nursing*. F.A. Davis.