

## Vantage point



## Developing leaders

FOR NURSING to develop, leadership is the one constant factor that can influence the quality of outcomes such as patient care and job satisfaction.

The growing demand for health services, in combination with the financial challenges being faced by healthcare systems worldwide, underlines the need for nurses' voices to be heard.

Nurse leaders therefore need to stand up for their knowledge, services and role in society, to assert their rights, to declare their views and perspectives and 'learn to win political battles' (Freshwater 2014).

Speaking out forcefully is essential for improving nurses' working conditions and advocating patients' rights for good care.

For nurses who need to speak out and demonstrate the impact of nursing practice on clinical outcomes, it is critically important to have an interest in politics and an understanding of policy development.

But their development is closely related to effectiveness and productivity, organisational learning and innovation, and includes the use of competency-based approaches, emotional intelligence, empowering techniques and methods for developing transformational change.

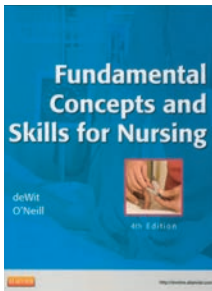
Training and coaching tomorrow's nurse leaders usually focuses only on those individuals interested in becoming managers in the healthcare system.

However, if every nurse was trained in leadership, the whole healthcare system would benefit from making nurses more aware of the importance of their own actions to the system's processes, and it would result in stronger nurse leadership in each nursing unit.

**Anastasia Mallidou is an assistant professor in the school of nursing at the University of Victoria, British Columbia, and a member of the Nursing Management editorial advisory board**

### Reference

Freshwater D (2014) Board editorial – the challenge of global leadership: managing change, leading movement. *Journal of Research in Nursing*. 19, 2, 93-97. doi: 10.1177/174498711452487



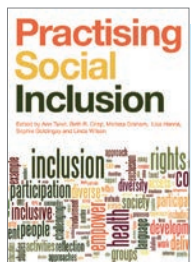
### Fundamental Concepts and Skills for Nursing

Susan C deWit and Patricia O'Neill  
Elsevier

1008pp | £53.99  
ISBN: 9781437727463

NOW IN its fourth edition, this substantial American text provides a comprehensive introduction to nursing, concepts of health, illness and health promotion, and the legal and ethical aspects of nursing.

There are more than 500 illustrations, a CD-ROM, excellent use of icons and colour coding to signpost particular learning elements and alerts to exam questions.



### Practising Social Inclusion

Ann Taket et al (Eds)  
Routledge

328pp | £28.99  
ISBN: 9780415531078

THE SEVEN sections in this book look at promoting inclusive practice in policy, service design and delivery, community life and research, and overall provide a comprehensive and critical account of social inclusion.

The introductory section has an underpinning theoretical framework drawing on Sherry Arnstein's 1969 paper on the ladder of citizen participation. The well prepared chapters are grounded in policy, research and theory, with a strong international focus.

The book's emphasis is on practical and successful examples of inclusive practice. These are drawn from work with marginalised groups, notably people with intellectual disabilities and frail older people living in the community, as well as regulation and safety for commercial sex workers. It also looks at implementing the social inclusion

Twenty nursing care plans provide examples of how to plan care, using scenarios that put the learning into practice situations.

The sections on basic nursing skills and developmental, psychosocial and cultural considerations are particularly recommended.

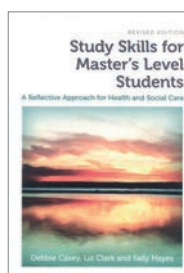
Illustrated step-by-step instructions show how to perform key nursing procedures, augmented with clear actions, rationales and critical thinking questions.

The critical thinking activities in each chapter encourage reflection on how to solve problems in specific clinical scenarios and how diagnoses, treatments and side effects for specific disorders relate to each other.

This comprehensive resource offers tremendous value for money.

*Paul Jebb, patient experience manager, Blackpool Teaching Hospitals NHS Foundation Trust*

agenda in health and social care, and in preventing HIV through social inclusion.  
*Anne Felton, lecturer in mental health, school of health sciences at the University of Nottingham*



### Study Skills for Master's Level Students

Debbie Casey et al  
Lantern Publishing

168pp | £17.99  
ISBN: 9781908625175

THE AUTHORS of this book explain the differences between types of master's degree, and undergraduate and postgraduate study, with exercises leading to chapters on critical thinking and becoming an independent learner. They look at the skills for literature searching, interpreting and evaluating, with exercises in note-taking, using your own words, finding the key points and referencing. The book concludes with a useful chapter on applying postgraduate skills in the workplace.  
*Susan Watkins, health and social care graduate and Open University student*

Copyright of Nursing Management - UK is the property of RCN Publishing Company and its content may not be copied or emailed to multiple sites or posted to a listserv without the copyright holder's express written permission. However, users may print, download, or email articles for individual use.