



Position **Nursing leadership**
statement

The purpose of this position statement is to outline key considerations in nursing leadership

Experience shows that all health provider organisations benefit from employing a nurse leader and a supporting leadership structure for professional leadership and support for standards of practice development. Where a nursing leadership structure is absent, the nursing workforce loses direction, standards deteriorate, and workforce development and morale are impacted.

A nurse leader contributes a significant perspective on organisation strategic planning, workforce development, risk management and quality improvement that benefits service delivery and management decision making.

- Nurse leaders enhance organisational effectiveness through professional standards, promoting shared leadership, acknowledging contribution and promoting workforce development.
- Nurse leaders ensure that safe staffing processes are in place to ensure safe service delivery and effective health care outcomes.
- Nurses in different leadership positions, from the front-line, need support, professional supervision, development, mentorship and career development.

Mentorship

NENZ believe that New Zealand needs nursing leaders who have had supported development and acknowledges its strategic role to provide opportunities for development and debate for nurse leaders in provider organisations.

Mentorship builds leadership skills and confidence to assist nurses with their career planning, professional growth and development

Mentorship enhances career socialisation, advancement and success as it encourages the nurse to:

- assess their professional strengths and areas for development
- develop a career plan
- develop professional credibility
- access formal and informal opportunities for professional growth
- identify leadership qualities and develop their leadership craft
- develop professional networks and networking skills
- increase their visibility locally and nationally
- have a better understanding of organisational culture.

NENZ acknowledges responsibility for the support, development and retention of nurse leaders at a local, regional and national level. Helping to prepare the next generation of nurse leaders is a strategic priority.

Nurse Leader Considerations

- Have a clear sense of your place and contribution in the organisation and work to deliver to these expectations



Nurse Executives of New Zealand Inc.

DEVELOPING NEW ZEALAND'S NURSING LEADERS

- Develop approaches to demonstrate your role and function to the Board, CEO and management team as well as nurses at all levels
- Have systems and processes in place to identify nurse team leader support needs and development structures and mentorship to enhance their effectiveness.

Key documents

The Safe Staffing/Healthy Workplaces Committee of Inquiry Report, June 2006