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NURSES ASSOCIATION

9th EORNA Congress

16-19 May 2019

The Hague, The Netherlands

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9th EORNA Congress

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Head, Heart and Hands –

Tools for Successful Mentoring and Leadership
Development in Perioperative Nursing

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AORN - President



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Objectives

- ❖ 1. Describe 4 leadership styles in nursing theory.
- ❖ 2. Identify how mentoring can be used to influence future leaders in perioperative services.
- ❖ 2. Describe the value volunteer association leadership plays in personal growth and development.



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Definition of Leadership

“A process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task.”

<http://www.learn-to-be-a-leader.com/what-is-leadership.html>



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Head – Knowledge What is Leadership?

“Leadership is the art of getting someone else to do something you want done because he wants to do it”.

- Dwight D. Eisenhower



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Leadership Theories

- Naturalistic theories
- Functional leadership theories
- Situational leadership theories
- Autocratic vs Participative leadership theories
- Transactional vs Transformational leadership theories
- Moral leadership



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Leadership Attributes

- Altruism
 - The best interest of others rather than self-interest is the rule.
- Accountability
 - To our patients, surgeons and colleagues.
 - To our profession for adhering to medicine's time-honored ethical principles.
- Excellence
 - Conscientious effort to exceed expectations and to make a commitment to life-long learning.



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Leadership Skills

- Identify your strength;
- Choose a strength to focus on according to its importance to the organization and how passionately you feel about it;
- Select a complementary behavior you'd like to enhance;
- Develop it in a linear way .



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Honesty and Integrity

- Honesty: most frequently cited trait of a good leader
- Integrity: moral backbone of a good leader



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“The task of the leader is to get his people from where they are to where they have not been.”

Henry A. Kissinger

http://www.brainyquote.com/quotes/topics/topic_leadership3.html#ixzz1k8Wv3Ai5



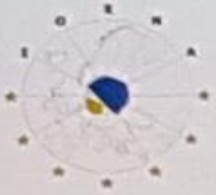
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Heart - Coaching – Precepting - Mentoring

Coaching-

A process that enables learning & development to occur and the result is performance improvement (Ashridge 2004)

Coaching is a learning and development strategy to enhance individual and organizational performance, support succession planning, and help leaders make successful transitions. (McNally, K. and Cunningham, L.; *The Nurse Executives Coaching Manual*, STTI, 2010)



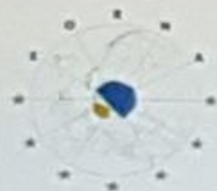
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Mentoring

A developmental, caring, sharing, and helping relationship where one person invests time, know-how, and effort in enhancing another person's growth, knowledge, and skills, and responds to critical needs in the life of that person in ways that prepare the individual for greater productivity or achievement in the future.

(<http://www.orau.gov/tdd/trainingadmin/Mentoring.pdf>)



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Coaching and Mentoring

- Supportive relationship
- Strong communication
- Good Listener
- Create awareness
- Assist individual to produce answers and develop action plan to resolve their issues



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Mentor

The mentor focuses on supporting advancement and offering advice on career development.



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Mentor - Traits

- If you want to succeed as a mentor, first seek to understand yourself and others.
- Mentoring is who you are as much as what you do.
- Invest your time in people who will give the greatest return.
- Equip the people you mentor for professional success.
- Mentoring leaders understand that it takes one to know one, show one, and grow one.
- Focus on improving the person, not just the work he gets done.
- There is no greater accomplishment for mentors than when people they develop pass them by!



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Hands – Seek Opportunities Through Volunteering



- ✓ Work
- ✓ Professional associations
- ✓ Community service



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“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

- John Quincy Adams



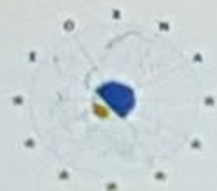
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In Conclusion

*“You have brains in your head.
You have feet in your shoes.
You can steer yourself
any direction you choose.
You’re on your own. And you know what you know.
And YOU are the guy who’ll decide where to go.”*

–Dr. Seuss, *Oh, the Places You’ll Go*



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Thank you for what you do for perioperative patients! All the best to you on your journey to developing perioperative leaders through mentoring.

Thank you for your gracious attention and hospitality!