

Nursing 2015 Blue Team  
Summary of Literature Review: Nursing Management/Leadership in the Future

Current state:

1. Management preparation: Approximately 1/3 of all nurses in management positions in the US have associate degrees (AD) as their highest nursing related education. There are no management classes taught at the AD level and marginal classes at the BSN level. (Home Health Management & Practice; December 2005).
2. New managers in an organization receive little in the way of management training. They have increased tasks, responsibilities and administrative duties which results in managers not having enough time for setting expectations, tracking performance, correcting failure and rewarding success. (Nursing Management; September 2007).
3. "We can hardly expect to inspire others to pursue leadership roles if they see no evidence of happiness in us." (Katherine Harris in Voice of Nursing Leadership July 2007).

Key concepts/terms to consider for future nurse leaders.

The person:

1. Education level above associate degree; with strong leadership/management courses.
2. Coach and facilitator.
3. Self aware.
4. Clinically astute versus strongly trained manager.

The environment:

1. Data, data, data.
2. Generation differences: Traditionalist, Boomer, Gen X, Gen Y, Millennials.
3. Diversity
4. Shortages for patient care staff and for nursing leaders.
5. Shared governance or something similar.
6. Staffing legislation.
7. Care delivery models.
8. Technologically advanced.
9. Increasing regulations.
10. Vigilance for predictable surprises

The elephants in the room: Universal coverage/reimbursement and healthcare access.