Stepping Up: What you’re not taught

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Preparing for Leadership in Nursing

Key considerations:

• Leadership
• Non clinical roles
• Managing other staff
• Challenges to transitioning to more senior roles, i.e. ANUM & CNS
## Clinical Role Model Qualities

- Pt is always well looked after
- Excellent communication skills
- Fantastic in an emergency situation
- Endless wealth of knowledge/skills/abilities
- Colleagues consider and want their opinion
- Constantly thinking & problem solving
- Team player/mentor
- Role model and leader at the bedside
Management Role Model Qualities

- Fair/passionate/inspiring/motivated/energetic
- Sets expectations
- Has/will find the answers
- Multi-tasker & thinks on their feet
- Clinically experienced
- Models desired behaviours
- Excellent communication skills
- Approachable/articulate/supportive/encouraging
Preparing to deal with Leadership

• What leadership qualities do you model?
• Learn from others/mentors
• Be reliable/work hard/respect others/focus
• Accept mistakes *(your response differentiates you as a leader)*
• Communicate with clarity
• Keep it simple and know your limitations
• The team; your interactions and relationships
  – these are different when you are leading
Preparing to deal with non-clinical roles

- Watch and learn from others and see how they juggle clinical and non-clinical roles
- Show interest/ask questions (it's not a secret)
- Take the time to learn the non-clinical tasks
- Staffing and tea breaks
- Use your resources e.g. colleagues and guidelines
- Write a plan each shift, expect it to be interrupted
- Accept you won't always have the answer, be honest and admit when you don't know something
Preparing to deal with managing other staff

• Personality v’s Behaviour

• Be prepared to listen when you ask questions

• Provide constructive feedback; both negative and positive

• Have the difficult conversations
  – appropriate environment
  – address the issue not multiple

• Be fair, you can be friendly with work colleagues but beware of friendships

• Confidentiality (caution who you debrief to)
Pathway to securing a more senior role

1. Put up your hand, get involved
2. Challenge yourself (take on new challenges)
3. Step out of the comfort zone
4. Talk about what you want in your PRD and put a plan in place and stick to it
5. Motivation
   - Self Driven
6. Professional Development
Challenges

• Decision making

• Staff allocation

• Emails; wait for 24hrs before you send some emails and some are better dealt with in person

• Managing those that have been around longer
What I have learnt along the way

• Promote conversation amongst the team/speak about the hot topic, it’s not a secret
• Thank your staff
• Read your emails
• Encourage and provide challenges for staff
• Moods and caffeine depletion
Things to remember

• Make sure you enjoy what you do
• Leaders are at the bedside, not just in charge
• It’s ok to stay at the bedside, the experience is needed here
• Learn from each experience and keep at it
• Challenge yourself and stay engaged with your work
• Enjoy the job; we spend a lot of time at work
• If you find yourself awake at night, worried and thinking about the job…

Be the kind of leader that you would follow.
Mee Cheng watering the ICU garden…