Leadership Development Exercises

■ Leadership Development Exercise 1-1

Write down your vision of the future of nursing. Explain how you can influence the future by pursuing a specific desired end. Chart the exact steps toward attaining your vision.

■ Leadership Development Exercise 1-2

Discuss your vision of the future of nursing with at least three other nursing colleagues. Listen to their visions. Did your vision change as a result of listening to their visions? Write down how it changed and what new things and ways of visioning you learned about.

■ Leadership Development Exercise 1-3

Write down three ways you maintain a belief in your capabilities and the essential goodness of things. Write about three ways you've learned to view challenges as opportunities.

■ Leadership Development Exercise 1-4

Discuss your ways of maintaining optimism with at least three other nursing colleagues. Write down what you learned from listening to their ideas, and chart a plan for implementing at least two of their ideas in the next month. Monitor your success, and write about it.

■ Leadership Development Exercise 1-5

Write about three times in the past when you were able to adapt to different people, situations, and approaches and how you revised your plan to suit changed circumstances.

■ Leadership Development Exercise 1-6

Discuss with at least three other nursing colleagues the way you adapted to changed circumstances, identifying the tactics you used. Listen to their three adaptations, and write down what you learned from the discussion that you might be able to use in future situations.

■ Leadership Development Exercise 1-7

Pretend you're the nursing director of a medical center or the head nurse of a unit. Answer the following questions based on one or more theories you read about in this chapter (identifying each theory with each answer):

a. What specific actions would you take to challenge the status quo when it reduces client and/or nurse wellness?
b. What specific actions would you take to encourage others to do the same?
c. What specific actions would you take to champion new initiatives that enhance nursing care?
d. What specific actions would you take to champion new initiatives that enhance the work environment for nurses?

■ Leadership Development Exercise 1-8

Share your ideas for championing new initiatives (and the theory behind them) with at least three other nursing colleagues, and listen to their ideas. Write down what you learned from listening to your colleagues that adds new dimensions or new ideas to yours.

Advanced Leadership Development Exercises

■ Leadership Development Exercise 1-9

Follow these steps to organize an in-class simulation for extra credit:

a. Fourteen students volunteer to lead a 5-minute group session with 8–12 other students, who simulate the behavior of staff members. Each leader chooses a leadership theory and a discussion point from the following lists to use with their group.

Theories:

- The great man theory
- Trait theory
- Behavioral theory
- Role theory
- The leadership grid
- Lewin's leadership styles
- Likert's leadership styles
- Hersey and Blanchard's situational leadership theory
- Vroom and Yetton's normative leadership
- Path-goal theory of leadership
- Leader-member exchange theory
- Transformational leadership
- Authentic leadership
- Collective leadership

Discussion Points:

- Who is going to represent the unit on a centerwide safety committee?

- What should the policy for unit violence be?
- What should the unit's uniform policy be?
- Should seniority or documented behavior factor more in promotions?

b. The nurse educator writes the numbers from 1 to 14 on slips of paper and puts them in a hat. The volunteer leaders each draw a slip of paper to decide who'll go first.
c. Enough chairs to seat the first group are pulled into the center of the room to form a circle.
d. A timekeeper is chosen to make sure that the group is warned when 4 minutes are up and when 5 minutes are up.
e. The group leader raises the discussion question and then acts according to the chosen leadership theory.
f. When time is called, the nurse educator asks the students in the group to identify which leadership theory was being demonstrated and to give examples of how the leader modeled that theory.
g. The rest of the class is asked to join in the discussion and give any examples that were missed by the group.
h. The nurse educator leads a discussion about the pros and cons of the chosen leadership style.

■ Leadership Development Exercise 1-10

Assess your leadership qualities by answering the items and scoring your responses on pages 27 and 28.

Assessing My Transformation and Authentic Self

Directions: *For each item, check whether you* never, sometimes, *or* always *practice or believe in the approach.*

		Never	Sometimes	Always
1.	I demonstrate care for others through sincere, practical deeds.	___	___	___
2.	I maintain consistency between words and actions.	___	___	___
3.	I'm willing to admit when I'm wrong and move past it.	___	___	___
4.	I treat other people as equal partners.	___	___	___
5.	I'm willing to spend time building professional relationships with others.	___	___	___
6.	I focus on doing what is right, not what other people tell me to do.	___	___	___
7.	I'm driven by a sense of a higher calling.	___	___	___
8.	I find a sense of meaning in my everyday work.	___	___	___
9.	I promote values that transcend self-interest and profit.	___	___	___
10.	I focus on finding a sense of purpose and direction.	___	___	___
11.	I make sure everyone has a clear understanding of our shared vision.	___	___	___
12.	I lead by positive personal example.	___	___	___
13.	I allow myself to experiment and be creative.	___	___	___
14.	I am trustworthy and trust others.	___	___	___
15.	I am reliable; when I say I'll do something, I do it.	___	___	___
16.	I work to empower others.	___	___	___
17.	I support clear communication and collaboration.	___	___	___
18.	I make sure everyone who's involved gets a say in decisions affecting them.	___	___	___
19.	I act to encourage a feeling of physical and emotional safety wherever I am.	___	___	___
20.	I provide others with meaningful recognition for their achievements.	___	___	___
21.	I try to bring a sense of family and cheer to fellow students and workers.	___	___	___
22.	I allow others to be true to their core values, preferences, and emotions.	___	___	___
23.	I share my life stories with colleagues so we understand each others' perspectives.	___	___	___
24.	I reduce my stress by engaging in meditation, prayer, hobbies, and other stress-reducing activities.	___	___	___
25.	I show others my principles, values, and ethics through my actions.	___	___	___

Assessing My Transformation and Authentic Self *(continued)*

Scoring: *The more instances of* always *you checked, the more you are in tune with transformational and authentic leadership values. For each* sometimes *or* never, *make a plan to participate in new activities to learn the skills or attitude change you need to become a transformational and authentic leader.*

Write your plan here:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

Item #:___ Plan:

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