

# Leadership Competencies

*by Sophia Tutorial*



## WHAT'S COVERED

This lesson will identify different competencies related to leadership. Specifically, it will cover:

1. Leadership Competencies

## 1. Leadership Competencies

Huston (2008) purports that to successfully lead in today's healthcare environment, a nurse needs to exhibit the following competencies:

- Global perspective or mindset regarding healthcare and professional nursing issues
- Technology skills
- Expert decision-making skills rooted in data and evidence-based practice
- Ability to create organizational cultures that permeate quality healthcare and patient/worker safety
- Understanding and appropriately intervening in political processes
- Highly developed collaborative and team-building skills
- Ability to balance authenticity and performance expectations
- Being able to envision and proactively adapt to a healthcare system characterized by rapid change and chaos

To effectively lead in a changing healthcare environment, nurses need to be aware of the multitude of factors that trigger disruption. They must be able to utilize valid and reliable data to create a sense of urgency to address a patient safety or quality issue. Data is also collected to monitor a change in practice, process, or people. Nurses have a responsibility to monitor organization, state, and national measures and use evidence-based practice as a foundation for justifying the implementation of interventions to improve patient outcomes and organizational performance. Successful nurse leaders are both people- and process-focused and able to approach challenges using the power of their competencies.

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## Support

If you are struggling with a concept or terminology in the course, you may contact **NurseLeaderSupport@capella.edu** for assistance.

If you are having technical issues, please contact [learningcoach@sophia.org](mailto:learningcoach@sophia.org).