

Title of the symposium: Nursing leadership, student behavior and development

Chair/presenters (including country):

Description of the symposium (including background, aim, set-up/topics that will be presented, implications and future perspectives):

Background

Nursing practice is constantly changing and nursing leadership behavior is assumed to be necessary for good care. Therefore, nursing leadership is already included in nursing curricula. However, it can be questioned how bachelor nurse students can develop nursing leadership behavior. Role models in daily practice find it difficult to demonstrate nursing leadership behavior for themselves and there is poor empirical evidence on what nursing leadership consists of in terms of practical behavior.

Aim

This study examines nursing students' perspectives on demonstrating nursing leadership in daily practice and what they need to develop their one nursing leadership behavior.

Methods

In-depth interviews are performed with 41 final year nursing students. Opinions of nursing leadership and personal experiences with demonstrating nursing leadership and facilitating and hindering factors were asked.

Results

Initially, nursing students find nursing leadership a vague and broad concept. On further questioning, it is clearly linked to quality of care, taking initiative, a proactive attitude, coordinating care activities and care that is in line with the wishes and interests of patients. Collaboration with patients and team members is important. Nursing leadership is also linked to their own performance, and the substantiation and reflection on practice situations. Students want to develop leadership competencies by asking questions to their supervisors and experimenting with behavior. Facilitating factors to develop nursing leadership are a safe work environment, with support and positive feedback of team members, and substantial focus on nursing leadership behavior during their internship. Work experiences and knowledge strengthens their confidence in being able to show leadership behavior. Participating in the study gave them a more concrete picture of nursing leadership.

Discussion

Like nurses, students see a clear relationship between nursing leadership and quality of care. However, like nurses, they do not experience it as a joint responsibility of the team. Nursing students link nursing leadership more as responsibility for their own performance and learning process and see opportunities to further develop nursing leadership during their internship. Talking about nursing leadership and what it means in practical behavior encourage awareness. They are, however, dependent of their supervising nurses and teachers at school.

Implications and future perspectives

These insights are input for nursing curricula and can be used to support nurse students at their internship. A closer cooperation between students, supervising nurses and teachers during internships is recommended to better align nursing leadership development in training and practice.

References:

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3. Van der Cingel, M., Andela, R. M., Barf, H. (2022). Verpleegkundig Leiderschap in de ziekenhuispraktijk (article in Dutch: Nursing leadership in hospital nursing care). *Verpleegkunde* 37(3) p. 32-46.