INTRODUCTION

The organization and content of the development of leadership in nursing was, unfortunately, not given enough attention and importance with us in Serbia. If the leadership is a process of interaction between leaders and followers in order to achieve the goals through action, the authors feel that it is important to show through research which competences they have, which are necessary, and how and where is the leadership in nursing developing in our country. The management itself is so important to the success and development of nursing, to the customer satisfaction, employee satisfaction, and to the development of the profession. Leadership is founded on human relationships. Why is it important to take account of the development of leaders? One who is not shaped as a leading figure, whether those traits be innate or developed in a favorable environment, will not be a successful leader. However, if you do not learn, do not work on yourself, if you are not willing to follow the scientific knowledge and analyze the practical experiences of colleagues from their institutions, in your country and the world, you will not also be a successful leader. The authors will, in the poster presentation, display their research conducted in one institution of primary healthcare and one of tertiary healthcare care. The questionnaire was filled by nurses-matrons.

THE IMPORTANCE OF LEADERSHIP DEVELOPMENT IN NURSING

Most answers are that the nurse-leader can improve the performance of the team if she has good communication and has empathy for the employees. Each professional will understand the importance of good teambuilding activities, as an element of successful leadership. The leader is as strong as the team she is leading.

METHODOLOGY

Data were collected in two health services, one primary and one tertiary healthcare care, through a questionnaire which were filled in by chief and responsible nurses. In total, questionnaires were filled in by 20 major-charge nurses. The questionnaire contained 15 questions of which 8 offered a choice, and 7 asked for free responses. Questions that offered answers also offered ratings for the response, from 1 to 5. Generally not as the answer offered. Grades 2-4 were for “something in between.” The “weight” of the offered answers to a question was obtained as the sum of the number of responses for a given grade times the grade. For example, if 3 responses for a grade of 5 will give in the sum 2 x 4 = 8; plus 3 responses with a grade of 4 will give 3 x 5 = 15, etc., until the final “weight.”

Which features should a head nurse-leader have?

In the dilemma as to whether the nurse-leader is born or made, the most desirable characteristics of nurse-leaders are those social skills that are taught: communication, knowledge, responsibility, and organizational skills. Less needed are good character traits (something a person is “born with”).

Which features should the head nurse-leader, not have?

As an impediment to successful functioning of a nurse-leader is stated the lack of social skills that are listed as the properties a chief nurse should not have. However, it is seen as very important for the nurse-leader NOT TO BE A BAD PERSON as it is emphasized in the responses for the negative character traits.

How can the head nurse-leader influence the efficiency of your institution?

Most answers are that the nurse-leader can influence the efficiency of the institution, by means of her capacities for which she has authorization from the institution to organize and create a good working environment.

CONCLUSION

Most answers are that the nurse-leader can improve the performance of the team if she has good communication and has empathy for the employees. Each professional will understand the importance of good teambuilding activities, as an element of successful leadership. The leader is as strong as the team she is leading.

LITERATURE: