

# **X: Licensed Practical Nurse Leadership Role**

Major Competency Area: **X**  
**Licensed Practical Nurse  
Leadership Role**

Priority: **One**

Competency: **X-1**  
**Leadership Skills**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-1-1      Demonstrate ability to apply critical thinking and clinical judgment to leadership skills within the interdisciplinary health care team.**
- X-1-2      Demonstrate knowledge of the significance of leadership theories as applied to health care organizations.**
- X-1-3      Demonstrate knowledge of the characteristics and attributes of an effective leader such as:**
- ability to research answers
  - ability to take action
  - exemplary communication skills
  - high degree of competence
  - high integrity
  - ethical practice
  - honesty and respect for others
  - team player
  - positive attitude.
- X-1-4      Demonstrate knowledge of the factors that affect the styles of leadership in an organization.**
- X-1-5      Demonstrate ability to assess and recognize own strengths and limitations as a leader.**

A Licensed Practical Nurse will:

**X-1-6      Demonstrate knowledge and ability to practice in a variety of leadership roles such as:**

- team member
- team leader
- educator
- management and administration roles.

**X-1-7      Demonstrate knowledge and ability to further develop, utilize and enhance leadership skills through on-going education, clinical mentoring, and experience.**

Major Competency Area: **X**

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Competency: **X-2**

**Team Lead Role**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-2-1      Demonstrate ability to apply critical thinking and clinical judgment when practicing in the team leader / charge role.**
- X-2-2      Demonstrate knowledge of the job description, nursing care delivery model, policies and procedures of the agency.**
- X-2-3      Demonstrate ability to assess the health status of assigned patients / clients / residents.**
- X-2-4      Demonstrate ability to analyze assessment data to identify nursing diagnosis.**
- X-2-5      Demonstrate ability to prioritize client needs and related care.**
- X-2-6      Demonstrate ability to formulate, implement, and evaluate care plans.**
- X-2-7      Demonstrate ability to assign client care to the nursing team based on:**
  - client needs
  - level of care required
  - level of support available
  - education of team members
  - competence of team members
  - job description of team members.
- X-2-8      Demonstrate ability to supervise the nursing team and assist as required to ensure safe, quality nursing care is delivered.**
- X-2-9      Demonstrate ability to provide leadership in the revision of goals, priorities, and nursing intervention.**
- X-2-10     Demonstrate ability to manage time productively and utilize resources effectively in the team leader role.**

A Licensed Practical Nurse will:

- X-2-11 Demonstrate ability to communicate effectively with other health team members.**
- X-2-12 Demonstrate ability to accept, process, and implement orders from appropriate authorized health professionals.**
- X-2-13 Demonstrate ability to recognize the informal leadership role of team members.**
- X-2-14 Demonstrate knowledge and ability to manage concerns and problems by:**
- accurately identifying the problem
  - gathering information to formulate proposed solutions
  - examining all workable solutions
  - taking action to solve problems as appropriate
  - evaluating efficacy of action
  - report / consult as appropriate.
- X-2-15 Demonstrate knowledge and ability to advocate for clients.**
- X-2-16 Demonstrate ability to recognize the need for change and take action to facilitate change as necessary.**
- X-2-17 Demonstrate ability to organize and lead family / team conferences, meetings, and report.**
- X-2-18 Demonstrate ability to participate in committees and task forces to facilitate planning in the organization.**
- X-2-19 Demonstrate ability to provide positive role modeling and leadership to staff by:**
- being an advocate
  - communicating
  - encouraging
  - listening
  - motivating
  - supporting.

**Note: LPNs must hold an Active Practice Permit to assume a team lead role.**

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Competency: **X-3**

**Organizational Structure**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-3-1      Demonstrate knowledge of common organizational structures.**
- X-3-2      Demonstrate knowledge of the vision, mission, values, and goals of an organization.**
- X-3-3      Demonstrate knowledge of the parameters of the organization such as:**
- channels of communication
  - job descriptions
  - policies
  - procedures.
- X-3-4      Demonstrate ability to explain how the LPN role fits into a health care organization and agency structure.**
- X-3-5      Demonstrate ability to follow appropriate channels to communicate and report throughout the organization.**

Major Competency Area: **X**

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Priority: **Two**

Competency: **X-4**

**Risk Management**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-4-1 Demonstrate ability to apply critical thinking and clinical judgment when assessing or managing risk.**
- X-4-2 Demonstrate knowledge and ability to identify the categories of risks within a health care organization such as:**
- patient / client / resident
  - visitors
  - staff
  - environment.
- X-4-3 Demonstrate ability to differentiate between legal, ethical, quality, safety, and life threatening risk situations.**
- X-4-4 Demonstrate ability to use appropriate channels of communication to report risks within the setting.**
- X-4-5 Demonstrate ability to act as a client advocate in risk situations.**
- X-4-6 Demonstrate ability to intervene as appropriate to ensure that actions are taken to prevent, eliminate, and / or minimize risk.**
- X-4-7 Demonstrate ability to recognize a client's own choice in risk situations and facilitate completion of appropriate documentation.**
- X-4-8 Demonstrate ability to report and document areas of risk management within agency policy.**

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Competency: **X-5**

**Planning Process**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-5-1      Demonstrate ability to formulate, implement, and revise nursing care plans.**
- X-5-2      Demonstrate ability to communicate nursing care plans to client, family, and staff and elicit their input into a plan as appropriate.**
- X-5-3      Demonstrate ability to communicate own ideas and suggestions for improvements in nursing care to the appropriate personnel.**
- X-5-4      Demonstrate ability to participate in nursing policy changes.**
- X-5-5      Demonstrate ability to participate in the strategic planning process of an organization.**

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Competency: **X-6**

**Human Resource Management**

Date: September 1, 2005

A Licensed Practical Nurse will:

**X-6-1 Demonstrate ability to apply critical thinking and clinical judgment when practicing in human resource management.**

**X-6-2 Demonstrate knowledge and understanding of areas affecting human resource management such as:**

- collective agreements
- Legislation
- Regulation
- Workers Compensation Board (WCB).

**X-6-3 Demonstrate knowledge of and ability to implement the disciplinary process of the organization.**

**X-6-4 Demonstrate ability to identify the nursing care delivery model and staffing methods used in the organization.**

**X-6-5 Demonstrate knowledge of the various job description, policies, and procedures of the organization.**

**X-6-6 Demonstrate knowledge and ability to participate in and conduct job interviews.**

**X-6-7 Demonstrate ability to participate in or conduct annual performance appraisals.**

**X-6-8 Demonstrate ability to ensure security and confidentiality of personnel information.**

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Competency: **X-7**  
**Mentoring**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-7-1 Demonstrate knowledge of professional obligation to share knowledge, skill, and expertise with junior colleagues.**
- X-7-2 Demonstrate ability to share knowledge, skill, and expertise with colleagues.**
- X-7-3 Demonstrate ability to seek opportunities to teach and mentor fellow LPNs, students, and others:**
- articulate and promote the role of the LPN to others
  - contribute to an environment that is conducive to learning
  - share knowledge and skills by mentoring, supporting and providing feedback
  - collaborate to create and maintain healthy environments in local, regional, and national communities.
- X-7-4 Demonstrate ability to serve as preceptor and provide mentorship to students.**
- X-7-5 Demonstrate knowledge of professional responsibility when supervising students:**
- providing appropriate support
  - providing guidance and supervision as necessary
  - role modeling professional behavior
  - supervising performance of restricted activities.

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Competency: **X-8**  
**Assignment to Health Care Aides**

Date: September 1, 2005

A Licensed Practical Nurse will:

- X-8-1 Demonstrate knowledge and ability to assign, educate, and supervise health care aides following guidelines such as:**
- HPA LPN Regulation 2003
  - Decision Making Standards for Supervision of Health Care Aides
  - agency policy and procedures.
- X-8-2 Demonstrate ability to determine the extent and complexity of client needs and the nature of the work to be assigned.**
- X-8-3 Demonstrate ability to determine that the assignment is consistent with the health care aide's job description and competence.**
- X-8-4 Demonstrate ability to recognize the need for ensuring competence and support for the health care aide through:**
- teaching
  - written instructions
  - indirect supervision
  - direct supervision.
- X-8-5 Demonstrate ability to clearly communicate to the health care aide the expectations and outcomes in concise and measurable terms.**
- X-8-6 Demonstrate ability to encourage feedback and communication from the health care aide regarding the clarity of direction and expectations.**
- X-8-7 Demonstrate ability to recognize the need for intervention in care when necessary.**
- X-8-8 Demonstrate ability to evaluate the results of the assigned task on an ongoing basis by:**
- ongoing communication
  - clients response and outcomes
  - adjustments in care plan
  - evaluation of reporting and documentation.

Major Competency Area: **X**

**Licensed Practical Nurse  
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Priority: **Three**

Competency: **X-9**

**Organize and Facilitate Meetings**

Date: September 1, 2005

A Licensed Practical Nurse will:

**X-9-1 Demonstrate knowledge and ability to plan an agenda and organize a meeting.**

**X-9-2 Demonstrate knowledge and ability to facilitate a meeting.**

**X-9-3 Demonstrate knowledge and ability to prepare minutes and follow through with action plan.**