

X: Leadership

Major Competency Area: **X**
Leadership

Competency: **X-1**
Informal Leadership

Date: June 1, 2015

A Licensed Practical Nurse will:

- X-1-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry throughout decision making in nursing practice.**
- X-1-2 Demonstrate knowledge and ability to apply leadership theories throughout nursing practice.**
- X-1-3 Demonstrate characteristics and attributes of an effective leader including:**
- authenticity
 - collaboration
 - compassion/empathy
 - confidence
 - cultural competence
 - emotional intelligence
 - interpersonal skills
 - integrity
 - morals and ethics
 - motivation
 - optimism
 - persuasiveness
 - professionalism
 - selflessness
 - self-mastery
 - system thinker
 - trustworthy
 - visionary
- X-1-4 Demonstrate knowledge and ability to model professionalism including:**
- accountability
 - appearance
 - attitude
 - behavior
 - collaboration

A Licensed Practical Nurse will:

- X-1-4 Demonstrate knowledge and ability to model professionalism including: (cont'd)**
- competence
 - dependability
 - effective resource utilization
 - lifelong learning
 - professional communicator
 - responsibility
 - self-reflective practice
- X-1-5 Demonstrate knowledge and ability to assess, reflect and recognize own strengths and limitations as a leader to achieve optimum personal and professional growth.**
- X-1-6 Demonstrate knowledge and ability to assign, educate and supervise healthcare aide/unregulated provider/nursing students including:**
- implement standards for assignment of care
 - ensure continuity of care
 - provide mentorship, coaching and guidance
 - evaluate and reassign as necessary
- X-1-7 Demonstrate knowledge and ability to assess, influence and effectively manage change.**
- X-1-8 Demonstrate knowledge and ability to elicit support and commitment from others to achieve a common goal.**
- X-1-9 Demonstrate knowledge and ability to assess difficult situations and effectively manage conflict.**
- X-1-10 Demonstrate knowledge and ability to network, mentor and support others.**
- X-1-11 Demonstrate knowledge and ability to follow appropriate channels of communication and reporting according to agency policy.**

Major Competency Area: **X**
Leadership

Competency: **X-2**
Formal Leadership

Date: June 1, 2015

A Licensed Practical Nurse will:

- X-2-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry within a formal leadership role in nursing practice.**
- X-2-2 Demonstrate knowledge and ability to apply nursing care delivery model, policies and procedures of employer.**
- X-2-3 Demonstrate knowledge and ability to supervise a team and assign client care based on:**
- client needs
 - education and competence of team members
 - environmental supports
 - level of care required
 - roles and responsibilities of team members
- X-2-4 Demonstrate knowledge and ability to provide leadership in establishment and revision of goals, priorities and nursing intervention.**
- X-2-5 Demonstrate knowledge and ability to model exemplary leadership practices including:**
- change management
 - client advocacy
 - collaboration
 - concise communication
 - conflict management
 - emergency response
 - resource utilization
 - strategic thinking
 - support and mentor staff
 - system thinking
 - time management

Competency: **X-2**
Formal Leadership

Page: 2

A Licensed Practical Nurse will:

X-2-6 Demonstrate knowledge and ability to organize and lead case conferences, meetings and report.

X-2-7 Demonstrate knowledge and commitment to organizational planning through committee and task force involvement.

Major Competency Area: **X**
Leadership

Competency: **X-3**
Manager/Administrator

Date: June 1, 2015

A Licensed Practical Nurse will:

X-3-1 Demonstrate knowledge and ability to apply critical thinking and critical inquiry within the role of manager/administrator of an organization.

X-3-2 Demonstrate knowledge and ability to lead and guide an organization including:

- delegate duties and responsibilities appropriately
- identify and model the vision, mission, values and goals
- influence and mentor staff, colleagues, boards and others
- involve staff and colleagues in decision making
- lead, guide, participate in strategic planning
- model leadership characteristics
- network with internal and external experts/stakeholders
- organize and facilitate meetings
- promote continuing competence opportunities
- seek continual quality improvement
- understand trends and necessary future changes

X-3-3 Demonstrate knowledge and ability to identify and manage risks within an organization including:

- differentiate between legal, ethical, quality, safety, staffing and emergent risks
- intervene effectively to prevent, eliminate or minimize risks
- identify and address policy needs
- implement education and support
- communicate effectively to staff, colleagues, boards and others
- involve external experts as necessary

A Licensed Practical Nurse will:

X-3-4 Demonstrate knowledge and ability to apply critical thinking and critical inquiry in the human resource management role including:

- career pathway development
- collective agreements
- disability management
- interpreting legislation and regulation
- job descriptions, policies, procedures
- job interviews
- performance appraisals and management
- retention and recruitment
- security and confidentiality of personnel information
- team dynamics
- wages and benefits

X-3-5 Demonstrate knowledge and ability to implement prudent fiscal management as manager/administrator within an organization including:

- align fiscal strategy with vision, mission, values and goals
- assess, develop and manage budget
- collect, analyze and report financial data
- ensure a system of internal controls to safeguard resources

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