X: Leadership
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.
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
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.
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:

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<th>X-3-4</th>
<th>Demonstrate knowledge and ability to apply critical thinking and critical inquiry in the human resource management role including:</th>
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<td>• interpreting legislation and regulation</td>
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<td>• job descriptions, policies, procedures</td>
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<th>X-3-5</th>
<th>Demonstrate knowledge and ability to implement prudent fiscal management as manager/administrator within an organization including:</th>
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<td>• align fiscal strategy with vision, mission, values and goals</td>
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<td>• assess, develop and manage budget</td>
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<td>• collect, analyze and report financial data</td>
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<td>• ensure a system of internal controls to safeguard resources</td>
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