

ASSESSMENT 1: CASE STUDY

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Introduction

Healthcare leadership is a dynamic approach that is undertaken by medical professionals to manage regular schedules and situational incidents. In this study, I had evaluated the aspects of Authentic Leadership, interlinking them with my PEP. Based on which, I had communicated about complex healthcare issues.

Criteria 1: Reflection on One Dimension of Authentic Leadership related to PEP

During my first PEP experience, I had observed that immediate decisions are necessary to be undertaken for meeting immediate needs of the first patient. In terms of balancing between the first patient and the second patient needing IV pumps, I had observed four major aspects. I evaluated the concepts of “Opportunity Cost,” “Decision-Making”, “Ethical Considerations” and “Resource Management”. Interlinking the for main aspects I had realised that, prior resourcing and restocking needs to consistently managed alongside offering a situational behaviour. As observed by Avolio and Gardner (2005), fourth dimension of Authentic Leadership applied in nursing and healthcare conforms about the necessity of “Balanced Processing”. The aspect of balanced processing is applicable for healthcare cases requiring immediate actions to handle critical situations. Application pf balanced processing had helped in prioritising IV pump needs of the first patient and prepare for a backup plan for the second patient as well.

I had analysed that the dimension of “Balanced Processing” related to Authentic Leadership would interlink appropriately with Resource Management aspect. According to Bodenheimer and Sinsky (2014), authentic leaders undertake balanced decisions after properly hearing from their followers. An inclusive decision-making enables authentic leaders to balance immediate resources and foster backup plans to meet necessities in the future. Based on this aspect, I had analysed that proactive resource management would assist hospital authority to prepare for backup plans. As a result, prior occurrence of critical situations, adequate emergency resources like IV pumps would be present for each patient. From this analysis I had realised, that informed decision-making is required across different healthcare departments for a stable resource management inclusive of all patients.

Criteria 2: Application of Authentic Leadership to One Nursing Standard

Nursing Standards prevalent across Australia have focused on providing nurses and midwives with adequate guidance for an ethical healthcare management. Analysing my second PEP experience, I would interconnect Nursing “Standard 5” for stating the necessity of healthcare collaboration. As per “Standard 5”, professional work settings need inclusive communication to foster informed decision-making across management and ground-level staff (Nursingmidwiferyboard, 2024). Consistent communication across inter-departments prevents risks of resource shortage and mismanagement of treating with incorrect medication. Interlinking “Standard 5” with my PEP experience, I would state that lack of communication experienced by the nurse had resulted in wrong medication. If prior communication and consultation was present between seniors and peers, the case of wrong medication would have been preventable. Hence, I would state that interconnected communication is necessary to maintain stable relationships and handle complex situations in the healthcare sector.

Multidisciplinary Management is necessary for maintaining an interconnectedness in the healthcare system. As per “Standard 5”, multidisciplinary approaches in nursing manages and prioritises workload of nurses as per care plans present in everyday schedules (Nursingmidwiferyboard, 2024). This reduces excessive work stress from nurses and helps them stabilize personal and professional schedules accordingly. Aligning this aspect with my second PEP experience I would state that the nurse was likely suffering from work stress. As a result, she was reported of being visibly distressed, which had resulted in improper decisions during emergency. As per my opinion, application, and awareness about “Standard 5” needs to be expanded for collaborative decision-making across healthcare sectors. Interconnected nursing services would further prevent in similar situation and unintentional harm to the patients.

Criteria 3: Communicating Complex Healthcare Issues

Australian Healthcare Sector simultaneously involve significant issues apart from providing the best quality care. For instance, healthcare analysis conducted in 2019 confirmed that there are aspects within the healthcare system that are failing aged individuals and ones with multiple and chronic diseases (Department of Health, 2019). Lack of adequate and appropriate resource management is a major cause behind this healthcare issue. Similarly, it was reported that untimely management of resources deteriorates clinical treatment and increases pressure on public

healthcare system (Australian College of Nursing, 2019). As a result, nurses face challenges in providing timely services due to workload causing physical or emotional stress. Analysing these issues, I would state that, strategic resource management alongside time management training needs to be appropriately followed. This would increase communication and collaboration among different departments and prevent healthcare mistakes.

Conclusion

Evaluating both the criteria associated with PEP, I had realized the necessity of collaborative decision-making and time management. Interconnected healthcare team would foster competent decisions and reduce workload along with proposing timely actions. From this analysis, I would conclude that to encourage growth in the healthcare sector, training for situational and collaborative management is necessary for nurses and other medical professionals.

References

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