



Cultivating Leadership

Solid leadership supports SANE program sustainability. Key elements for SANE program leadership include: managers that model behaviors expected from the team, opportunities for professional growth, clear performance measures and feedback to support staff development. Strong and cohesive programs will understand and value each other's roles. For a more detailed exploration of key sustainable factors review the evaluation report from the **NSVRC SANE Sustainability Project**.

Leadership is different than management – it is the art to management's science in some sense. Leadership in nursing is about people—engaging with, inspiring and building confidence in the team. Understanding that being surrounded by strong, competent staff makes a leader look better, not worse. Embracing the idea that listening to, and giving opportunities (and credit) to team members strengthens the program as a whole, and increases the chance of retaining staff. The good news is that leadership skills, while innate in some, can be learned. All program managers should look for opportunities to enhance their own leadership skills. Many health systems may even offer in-house or subsidized leadership development courses, which are a perk worth pursuing.

Leadership Resources: Nursing

Attributes of clinical leadership in contemporary nursing: an integrative review.
<http://www.ncbi.nlm.nih.gov/pubmed/24099222>

Growing Future Nurse Leaders to Build and Sustain Healthy Work Environments at the Unit Level
<http://bit.ly/1IyoM6Q>

Nursing Leadership: Management and Leadership Styles
<http://www.aanac.org/docs/white-papers/2013-nursing-leadership---management-leadership-styles.pdf?sfvrsn=2>

Are you a transformational leader?
http://journals.lww.com/nursingmanagement/Fulltext/2011/09000/Are_you_a_transformational_leader_.8.aspx



CULTIVATING LEADERSHIP AND PROFESSIONALISM

Leadership Resources: General

On (Love) Leadership: What Real Leaders Do.

<https://www.linkedin.com/today/post/article/20140105233532-23074630-on-love-leadership-what-real-leaders-do>

Leadership 101: Leading Yourself

<http://www.thoughtleadersllc.com/2010/07/leadership-101-leading-yourself/>

Accept Defeat: The Neuroscience of Screwing Up

http://www.wired.com/2009/12/fail_accept_defeat/

Are You Committing Leadership Malpractice?

<http://blogs.hbr.org/2010/01/are-you-committing-leadership/>

About the author

Dr. Jenifer Markowitz is a forensic nursing consultant, writer, curriculum developer, and educator. She received her clinical doctorate in nursing from the University of Colorado Health Sciences Center, and is board certified as a Women's Health Nurse Practitioner and Sexual Assault Nurse Examiner – Adolescent/Adult. She spends a great deal of time on airplanes, on military installations, online, and in court (in no particular order). You can find her at her website, Forensic Healthcare Online (www.forensichealth.com) or on Twitter: @ForensicHealth.

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