

# Order Id 133710

*by* Bern M

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# **Nurse Interview: Emergency Department Manager**

Your Name

# Introduction

## Education background

- <sup>2</sup> Associate degree nursing
- Bachelor of Science degree in nursing (BSN)
- National Council Licensure Examination NCLEX-RN
- State licensure



# Introduction

## Employment positions

- Charge nurse
- Registered nurse
- Emergency Department Manager



# Introduction

## Previous Roles and Responsibilities as a Charge Nurse

- Monitoring patients vital signs
- Creating medical records
- Supervising nursing staff in the emergency room
- Overseeing admission transfer and discharge of patient
- Ensuring compliance with health and safety regulations



# Introduction

## **Current role as an emergency department manager**

- Promoting clinical and administrative efficiency in the emergency department.
- Enhancing communication between different clinical personnel in the emergency department.
- Ensuring that patients receive quality healthcare services within budgetary parameters of the healthcare facility.

# Leadership Style

## Initial Leadership Style as a Charge Nurse

### Democratic leadership style

- Highly values relationships
- Encourages input and communication from team members
- Highly values feedback (Sfantou et al., 2017)



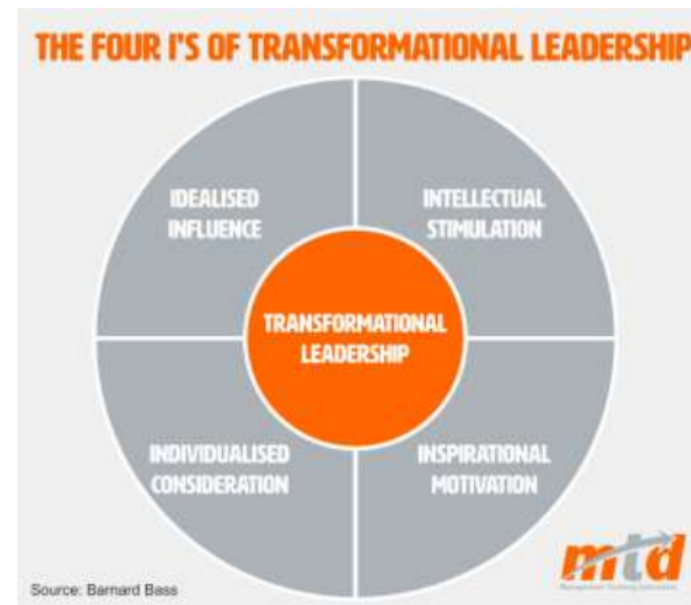
# Leadership Style

## Current Leadership Style as the Emergency

### Department Manager

#### Transformational leadership style

- Motivating subordinates in the emergency department
- Promoting innovation
- Promoting independence of thought in the performance of duties
- Promoting personal responsibility in the performance of roles (Gemeda & Lee, 2020)





# Future Planning

## Future Planning

- Involved in nurturing talented subordinates interested in leadership roles in the future
- Developing a leadership mentorship program in the emergency department

# Future Planning

## Professional Development

- Current member of the American Nurses Association (ANA)
- Professional nursing organizations play a significant role in the professional development of nurses through:
  - Leadership seminars
  - Workshops
  - Mentorship
  - Leadership proficiency programs
  - Networking and collaboration



## Current Issues and Trends

- Main challenge in the emergency department is inadequate staffing
- At the local level, the challenge of inadequate staffing is caused by the aging population and rising demand for health care services.
- At the national level, the rising demand for health care services as a result of the aging population has not been met by an increasing number of individuals pursuing the nursing profession.
- Aging population is a global trend resulting in inadequate staffing in healthcare facilities in developed countries (Ashe, 2018).

# Conclusion

## Reflection on What I Learnt During the Interview

- Continuous education is essential to a successful nursing career
- Adopting the right leadership style is central to the success of a nurse leader.
- Professional organizations can assist nurse leaders significantly in professional development.
- One of the main challenges in healthcare facilities at the moment is inadequate staffing.

# Conclusion

## **Impact of the Interview on My Future As A BSN Prepared Nursing Leader**

- Continuing education
- Join professional nursing organizations
- Contribute towards the formulation of policies to address the challenge of nursing shortage

# Conclusion

## **Related Changes in Practice I Plan On Implementing**

- Adopting the transformational leadership style
- Advancing my education to the MSN and Ph.D. levels
- Being actively involved in advocacy efforts to address the challenge of nursing shortage in the healthcare facility

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