Max Points: 5.0

Power, influence, advocacy, and authenticity are all functions of leadership. View the video: "Morale and Discipline: The Mind of a Leader" at:

<https://lopes.idm.oclc.org/login?url=http://fod.infobase.com/PortalPlaylists.aspx?wID=96349&xtid=48949>

 Discuss how strong leaders apply power, influence, advocacy, and authenticity to motivate those they lead.

he task of a leader is to inspire others to achieve great results. Successful leaders should have the ability to identify and apply the appropriate strategy at the right time. Power, influence, advocacy, and authenticity are key components of effective leadership.

There can be no leadership without influence, because influencing is how leaders lead. Once a leader has positive perception and visibility, people listen to what they have to say.  With these qualities leader can influence the people they lead since people  begin to trust and follow the leader because they want to (not because they have to) – regardless of the title leader hold.

 Assigned leaders draw their power to assign tasks and responsibility. Rewards, appreciation, correctional feedback and opportunities and punishments based on performance are some ways where leaders can utilize their power to people they lead. Rewards may include compliments; tangible benefits overall rewards that compliment individual needs can be very motivational. Punishments may include reprimands, unfavorable task assignments, and withholding of raises, promotions, and other rewards. At best, punishments seem to have minimal impact on satisfaction or productivity.

Leaders advocate for patients, nurses, and the profession in a number of ways. This advocacy can include actions both to ensure appropriate resource allocation and to promote positive work environments. Nursing leaders can advocate for staff by actively involving staff in decisions that directly affect the practice environment.  People like to be guide by the leader who advocate for their employee benefits, Job descriptions and rights. For example, I like my nursing supervisor and DON as they advocate both for nurses and for our profession in our organization.  We have now nurses participating in congress now days.  As a leader it is good if nursing leader advocate for nursing staff and to promote positive work environments.

A good leader can demonstrate authentic leadership by working alongside with their team rather than above them. There are four foundational frameworks of authentic leadership: balanced information processing, authentic behavior, relational transparency and self-awareness (Wong, Laschinger & Cummings, 2010). These qualities in a leader can improve care quality and workplace conditions. Therefore, they motivate the people they lead towards them.

References,

G. Joel (2016), How you can influence as a leader? Retrieved from: <http://www.thoughtleadersllc.com/2016/09/how-you-can-lead-with-influence/>

Murphy, G.L. (2012). Becoming and Remaining an Authentic leader. The Journal of Nursing Administration, 42 (11), 507-512

Tomajan. K., (January 31, 2012) "Advocating for Nurses and Nursing" OJIN: The Online