



Nursing Leadership and the Relation with Management Models Adopted in Healthcare

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INTRODUCTION

The importance of leadership can be seen through the relevance of the theme in academic literature. Nursing professionals, who are health teams' leaders, develop not only a function of influence, but also collaborate on the accomplishment of mutual goals of their teams⁽¹⁾.

OBJECTIVE

To analyze the contributions of nursing research on leadership and management models adopted in health services, published in national and international journals from 2003 to 2014.

METHODS

Integrative Literature Review with the following six stages⁽²⁾:

- Theme identification
- Literature search
- Categorization of primary studies
- Assessment of studies included in the integrative review
- Interpretation of results
- Synthesis of knowledge evidenced

The main question of the research was developed through the PICO strategy (Patient, Intervention, Comparison and Outcomes):

“What leadership styles are used in health services when they adopt vertical management model or participatory management model? “

A form was used to collect bibliographic data.

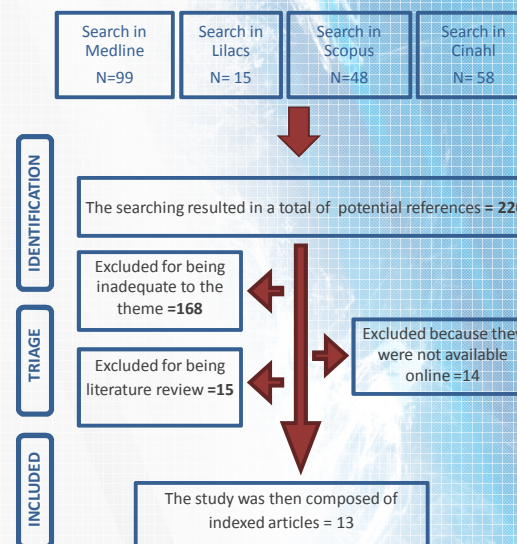
Evidence level was classified using the evaluation criteria established between one and seven, which level 1 is systematic review or meta-analysis, with randomized controlled trials⁽³⁾.

The databases Latin American and Caribbean Health Sciences (LILACS), Medical Literature Analysis and Retrieval Systems Online (MEDLINE), SciVerse Scopus and CINAHL were used for the selection of articles published from 2003 to 2014, .

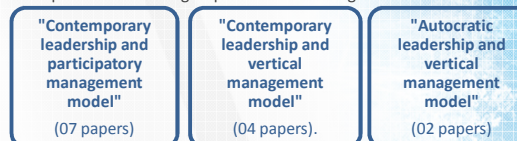
Primary articles extracted from databases were included. Theses, dissertations, monographs, books and revisions of any style were excluded.

The sample consisted of scientific articles found in the selected databases, published in Portuguese, English and Spanish, in national and international journals, searched using the descriptors "leadership", "hospital management", "hospital management", "nursing" and the uncontrolled descriptor "health management model."

RESULTS



The publications were grouped into three categories



DISCUSSION

Among the studies analyzed, three leadership styles were the most used by nurses: transformational, democratic and authentic. These three styles have characteristics in common as all of them highlight that in a nursing team there are people with different personalities and different technical level. Also, they emphasize that nurses should have a group vision, recognizing in each member the technical skills and, simultaneously, they should help the team to overcome its difficulties.

More innovative management models induce the use of more participative and transformational leadership styles. On the other hand, more vertical and hierarchical models suggest a more authoritarian leadership.

CONCLUSION

The study showed the need for further researches with larger level of evidence, that enable the improvement of the quality of care through the use of more innovative leadership practices, which encourage professionals to work more motivated and satisfied, and to be more collaborative and co-responsible with the results provided to patients.

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