

ALSN Continues the Conversation

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ALSN Continues the Conversation Guide

Shaping the Nursing Profession Postpandemic Through Reconstructed Leadership Practices

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Abstract

Responding to and navigating the COVID-19 pandemic were demanding and all-consuming for executive nurse leaders. Long-term pandemic challenges will continue and therefore it is important for nurse leaders to develop their reflective practice to increase role competency, gain wisdom, and advance the profession. The complex postpandemic world requires nurse leaders to show up differently, stop ineffective practices, continue best practices, and implement new ideas to improve performance and outcomes. This article offers a framework for leadership reflection, through role negotiation technique, to identify lessons from the lived nurse executive experience of the COVID-19 pandemic. Specific focus is placed on communication, teamwork, professional governance, posttraumatic growth, gratitude, diversity/equity/inclusion, and social determinants of health. These concepts, along with specific tactics, will help leaders set priorities, aid nursing leadership practice, identify meaningful goals and desired outcomes, and effectively lead to advance the nursing profession postpandemic.

Discussion Questions:

1. The authors introduce the importance of reflection as a key leadership competency to facilitate learning and skill development. Reflect on the following leadership practices as currently represented in your role: communication, teamwork, professional governance, posttraumatic growth, gratitude, diversity/equity/inclusion, and social determinants of health. Adapt the role negotiating framework (what should you do more of, do, better, do less of, or keep unchanged) to identify leadership practices you should start (implement new ideas), stop (ineffective practices), and continue (best practices) to move the professional of nursing forward post-pandemic in your organization.
2. How might the leadership competency of reflection be incorporated into the coaching of emerging leaders within your organization?