**Nursing Knowledge Application for Nursing Roles**

         Nursing unit managers are given three important roles which can help them in achieving success in their chosen field. The three roles include leading, directing, coordinating care in the various wards, inspiring and supporting other people in order to achieve their potential and monitoring as well as maintain a safe environment for the various patients, visitors and staff in the hospital (Xu, 2017). All those roles assist the nursing managers to achieve the expected outcome of their nursing activities.  In order to achieve their set purpose, it is important for the nurses to understand their purpose, their functions as well as understanding their various capabilities in solving different problems (Melnyk et al., 2014). The knowledge which the nurses have from management and leadership theories and understanding various concepts of clinical governance and having good patient safety usually assist them in achieving expected outcome. According to the NSW, a nursing unit manager is considered to be a nurse who is in charge of a specific unit or a public hospital in any organization (Kristensen, Nymann and Konradsen, 2016).  The working experience and knowledge which is possessed by the individual nursing managers are important in making them achieve the goals of their roles easily (DiCenso, Guyatt and Ciliska, 2014). Through the use of a mind map and writing a synopsis, the knowledge which is acquired by the nursing unit managers and how they apply their knowledge to the specific roles which are awarded to them is highlighted in the essay effectively.

**Part A**

Through the use of a mind map, the knowledge which is acquired by the various nursing unit managers can be elaborated on how it is applicable to the various nursing roles in an organizational setting. That helps in understanding the capabilities which the nursing unit managers are able to achieve the knowledge in management and leadership theories, clinical governance as well as patient safety in the organization.

The document below helps in elaborating more about the mind map which can be used by the nursing manager units in order to create effective change in an organization.



**Part B**

**How nursing unit managers knowledge will influence clinical practice**

The knowledge which is gained by the nursing unit managers can be effective in influencing their clinical practices because nursing is usually an evidence-based practice (Blais, 2015). The knowledge which the nursing unit managers gain can be translated into their daily working activities sand that can make them achieve a great level of success in all the activities which they do in the organization (Manning et al., 2015).  The ways in which they express their capabilities is highly dependent on the skills and the knowledge within the working environment.  The nursing managers will be able to display their capabilities through the attitude they have towards the patients, through the skills they have, though the behaviors which they portray to the various people and thro8ugh the various attributes they have towards working (Pegram et al., 2014).

The nursing unit managers should have a nursing knowledge and experience gained from learning experiences and that can be important in making them achieve a greater level of success in the organizational activities (Roche et al., 2015). Through the knowledge gained, the nursing managers will find it easy to lead, direct and coordinate the various workers in the wards. The nursing practices are made safe and efficient through improved standards of care in the organization and that can make it easy for the various nurses achieve their set purpose (Masters, 2015).

In terms of service delivery, the patients and the families of the patients should be the central focus and they should be provided with quality services using the knowledge which the nursing unit managers acquired from learning (Butterworth and Faugier, 2013).  That will make the standards of care which are provided in the hospital facility to be high and that can be effective in making the quality of services offered to be high.

In the provision of care effectively, there should be professional integrity demonstrated by the nursing managers (Morton et al., 2017). In leading and coordinating the workers in the wards, the nursing unit managers should demonstrate professional integrity and that can be important in creating of successful outcomes in the overall hospital facility (Atefi et al., 2014). Maintaining professional integrity can be achieved through gaining extra knowledge in leading as well as coordiat8ing the healthcare teams. Clinical governance skills are important in maintaining good integrity in the working environment and that can create a higher level of success in the hospital facility in terms of provision of effective services (Chenoweth et al., 2014)

The knowledge which is gained by the nursing managers would be effective in creating ethical conduct in the working environment (Wang and Liu, 2015). A safer working environment is advocated in the organization and it can be achieved easily through the management of the business processes in the various wards in the organization (Kearney-Nunnery, 2015). The attitudes of the nursing unit managers are amplified and that can be effective in obtaining successful outcomes in the nursing environment (Thomas, 2015). Ethical conduct in the nursing environment also makes it easy for the nursing unit managers to coordinate the various activities effectively and that can be achieved through gaining knowledge on ethics from leadership and managerial theories.

The various ways in which the core functions of the nursing unit managers are demonstrated in the organization is dependent on the experiences of the nursing unit managers and the geographical location of the workers in the various contexts (Vesterinen et al., 2013).  The nursing unit managers should be accountable and they should be able to manage the various activities presented to them effectively (Keyko et al., 2016). That would require them to have knowledge of clinical governance in order to improve their accountability. Avoiding corruption would also be important in making the nursing unit managers utilize their skills effectively in order to achieve greater levels of success (Weiss and Tappen, 2014).

The nursing managers are expected to be advocates and they should enable each other through teamwork in the clinical practices. The roles of the nursing managers in the organization can be amplified through the various ways which they manage themselves in the working environment (Bormann and Abrahamson, 2014).  Through the knowledge which they have acquired in leadership and management theories as well as patient safety, the nursing unit managers can be good advocates and they can create effective teams in the organization. The creation of effective teams in the clinical environment makes it easy for the various workers to work with ease and that makes them achieve the required success in the ward (Titzer et al., 2013). The leadership knowledge which is acquired requires the various workers in the organization to be cautious while practicing their roles and that makes them provide quality services.

In the clinical practices, a nursing unit manager is expected to come up with a collaborative relationship and the collaborative relationship established in the organization can be effective in the creation of teamwork. Through using the knowledge, they have in clinical governance (Moore et al., 2013). The nursing unit managers can create good collaborative relationships which enable the various workers in the organization to work towards a set goal. The workers will be more committed to the various roles and the motivation which they receive on achieving the various goals will make them successful in their future endeavors in the organization (Laschinger et al., 2014).

Nursing unit managers should be committed to advancing their profession and provision of effective care to the various people in the wards. Through the knowledge gained management and leadership as well as the provision of patient safety, the nursing unit managers can be effective in making sure that the quality of care provided is high (Armstrong, Rispel and Penn-Kekana, 2015). With high care provided in the organization, the success of the activities will be high. The nursing unit managers should be open to various changes in the organization. The changes in technological advancement in the organization can be effective in driving the overall organization towards a greater level of success and therefore through using clinical governance skills, they can be able to create change in the overall organization successfully.

The nursing unit managers should be able to come up with a culture of enquiring as well as questioning in the organization (White et al., 2016). Through the introduction of the culture, the clinical practices can be effectively handled and that can increase the quality of the services offered in the overall organization.  trough carrying out additional reviews of the services which are offered in the organization, there is a formulation of informed decisions and that creates improvement of various opportunities in the organization (Paliadelis, 2013). The nursing unit managers will be able to meet the clinical needs and respond to various challenges effectively in the organization if they participate in regular rounds in the organization. The regular rounds in the organization will also ensure that the various complaints which are voiced out in the organization are managed in an effective manner (Chang and Daly, 2015). Through the use of their knowledge in management and leadership as well as clinical governance, the nursing unit managers can be able to establish effective feedbacks to the patients and that can be effective in demonstrating improvement in the services which are offered in the organization (Bryant‐Lukosius et al., 2016).

**References**

Armstrong, S. J., Rispel, L. C., & Penn-Kekana, L. (2015). The activities of hospital nursing unit managers and quality of patient care in South African hospitals: a paradox?. *Global health action*, *8*(1), 26243.

Atefi, N., Abdullah, K. L., Wong, L. P., & Mazlom, R. (2014). Factors influencing registered nurses perception of their overall job satisfaction: a qualitative study. *International nursing review*, *61*(3), 352-360.

Blais, K. (2015). *Professional nursing practice: Concepts and perspectives*. Pearson.

Bormann, L., & Abrahamson, K. (2014). Do staff nurse perceptions of nurse leadership behaviors influence staff nurse job satisfaction? The case of a hospital applying for Magnet® designation. *Journal of Nursing Administration*, *44*(4), 219-225.

Bryant‐Lukosius, D., Spichiger, E., Martin, J., Stoll, H., Kellerhals, S. D., Fliedner, M., ... & Schwendimann, R. (2016). Framework for evaluating the impact of advanced practice nursing roles. *Journal of Nursing Scholarship*, *48*(2), 201-209.

Butterworth, T., & Faugier, J. (2013). *Clinical supervision and mentorship in nursing*. Springer.

Chang, E., & Daly, J. (2015). *Transitions in Nursing-E-Book: Preparing for Professional Practice*. Elsevier Health Sciences.

Chenoweth, L., Merlyn, T., Jeon, Y. H., Tait, F., & Duffield, C. (2014). Attracting and retaining qualified nurses in aged and dementia care: Outcomes from an Australian study. *Journal of Nursing Management*, *22*(2), 234-247.

DiCenso, A., Guyatt, G., & Ciliska, D. (2014). *Evidence-Based Nursing-E-Book: A Guide to Clinical Practice*. Elsevier Health Sciences.

              Kearney-Nunnery, R. (2015). *Advancing Your Career Concepts in Professional Nursing*. FA Davis.

Keyko, K., Cummings, G. G., Yonge, O., & Wong, C. A. (2016). Work engagement in professional nursing practice: A systematic review. *International journal of nursing studies*, *61*, 142-164.

Kristensen, N., Nymann, C., & Konradsen, H. (2016). Implementing research results in clinical practice- the experiences of healthcare professionals. *BMC Health Services Research*, *16*, 48. <http://doi.org/10.1186/s12913-016-1292-y>

Laschinger, H. K. S., Nosko, A., Wilk, P., & Finegan, J. (2014). Effects of unit empowerment and perceived support for professional nursing practice on unit effectiveness and individual nurse well-being: A time-lagged study. *International journal of nursing studies*, *51*(12), 1615-1623.

Manning, V., Jones, A., Jones, P., & Fernandez, R. S. (2015). Planning for a smooth transition: evaluation of a succession planning program for prospective nurse unit managers. *Nursing administration quarterly*, *39*(1), 58-68.

Masters, K. (2015). *Role development in professional nursing practice*. Jones & Bartlett Publishers.

Melnyk, B. M., Gallagher‐Ford, L., Long, L. E., & Fineout‐Overholt, E. (2014). The establishment of evidence‐based practice competencies for practicing registered nurses and advanced practice nurses in real‐world clinical settings: proficiencies to improve healthcare quality, reliability, patient outcomes, and costs. *Worldviews on Evidence‐Based Nursing*, *11*(1), 5-15.

Moore, L. W., Leahy, C., Sublett, C., & Lanig, H. (2013). Understanding nurse-to-nurse relationships and their impact on work environments. *Medsurg Nursing*, *22*(3), 172.

Morton, P. G., Fontaine, D., Hudak, C. M., & Gallo, B. M. (2017). *Critical care nursing: a holistic approach* (p. 1056). Lippincott Williams & Wilkins.

Paliadelis, P. (2013). Nurse managers don’t get the corner office. *Journal of nursing management*, *21*(2), 377-386.

Pegram, A. M., Grainger, M., Sigsworth, J., & While, A. E. (2014). Strengthening the role of the ward manager: a review of the literature. *Journal of nursing management*, *22*(6), 685-696.

Roche, M. R., Duffield, C. M., Dimitrelis, S., & Frew, B. (2015). Leadership skills for nursing unit managers to decrease intention to leave.

Thomas, T. (2015). *Management and leadership for nurse administrators*. Jones & Bartlett Publishers.

Titzer, J., Phillips, T., Tooley, S., Hall, N., & Shirey, M. (2013). Nurse manager succession planning: synthesis of the evidence. *Journal of nursing management*, *21*(7), 971-979.

Vesterinen, S., Suhonen, M., Isola, A., Paasivaara, L., & Laukkala, H. (2013). Nurse Managers' Perceptions Related to Their Leadership Styles, Knowledge, and Skills in These Areas—A Viewpoint: Case of Health Centre Wards in Finland. *ISRN nursing*, *2013*.

Wang, S., & Liu, Y. (2015). Impact of professional nursing practice environment and psychological empowerment on nurses' work engagement: test of structural equation modelling. *Journal of Nursing Management*, *23*(3), 287-296.

Weiss, S. A., & Tappen, R. M. (2014). *Essentials of nursing leadership and management*. FA Davis.

White, K. M., Dudley-Brown, S., & Terhaar, M. F. (Eds.). (2016). *Translation of evidence into nursing and health care*. Springer Publishing Company.

Xu, J. H. (2017). Leadership theory in clinical practice. *Chinese Nursing Research*.