

BOOK REVIEW

Clinical Leadership in Nursing and Healthcare: Values into Action, 2nd Edition

David Stanley (Editor)
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I had a discussion with a colleague recently that we need to train our junior colleagues for leadership positions in orthopaedics. How do we do this?

David Stanley and seven co-authors have addressed this question in the second edition of *Clinical Leadership in Nursing and Healthcare: Values into Action*.

This book has 20 chapters and is divided into three parts: Part one introduces clinical leaders as role models, part two describes the tools in clinical leadership and part three looks at issues with clinical leadership.

The 5 chapters in part one of the book explore the different styles of leadership, followership and management. Traits attributed to effective leadership includes clinical competence, sound knowledge, effective communication, flexibility and being supportive. A new theory of congruent leadership where leaders have to match values and beliefs in their actions is discussed. Simply put, leaders have to walk the talk.

Part two has 11 chapters describing the techniques needed to improve creativity, decision making and dealing with conflict. There are also chapters on reflection, emotional intelligence, networking, delegation and motivation. Networking is broadly defined as any social interaction such as joining professional organizations and attending conferences. Delegation on the other hand is about letting go and not micro-managing.

Dealing with conflict is explained with animal metaphors to portray 5 different personalities in an argument: Turtles avoid a quarrel by withdrawing. Sharks are competitive and want to win at all costs. The teddy bear accommodates by smoothening the relationship. Foxes compromise and find the middle ground. The wise owls solve the issue by collaborating.

The four chapters in part three discuss organizational politics, gender and generational issues. Involvement in organizational politics includes participating in professional committees and engaging with the wider community. Except for the last chapter, each chapter ends with a case study of selected individuals to emphasize the learning point. The take-home-message is summarized at the end of each chapter.

This extensively-referenced book provides an excellent overview of leadership. The positive values described are for everyone to emulate. *Clinical Leadership in Nursing and Healthcare: Values into Action* is recommended reading for all.

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