This is the girl's initial post to her article

The success of a firm is dependent on its ability to nurture exceptional leaders and managers. Understanding how to incorporate steps for strategic, long-term success into day-to-day practice is critical. Nurse leaders become increasingly aware of the link between a stronger team and more vital in their work achievements or goals. Hence, there is a significant difference between managers and leaders. Managers are supposed to be goal-oriented and less emotionally connected to employees, unlike leaders, who bond emotionally with their staff members to ensure maximum organizational productivity. Various health facilities have implemented an internal management mechanism that empowers clinicians to assume vacant management positions in their workplace. The succession management approach is common among most medical institutions. As per Stanley (2017), this institution utilizes Kotter's 8-Step Change Model. The management aims to improve familiarity among employees. Some challenges emerge when workers combine managerial and occupational roles. Thus, there is a dilemma on how managers and leaders should co-exist amicably in the same institution. Professional boundaries are gauged in this management approach that might interfere with top managers and subordinate leaders' relationships.

Modern management techniques aim to foster cordial relationships among employees, managers, and leaders. However, managers and leaders in institutions cannot oversee their managerial and occupational roles seamlessly. Clinicians are encouraged to assume management roles even though they might not be excellent leaders to their colleagues. Moreover, managers are not necessarily good leaders, and managerial decisions can sometimes deter leaders' determinations. It is challenging to differentiate between leadership and management roles without proper training. Clinicians who execute management and leadership roles find it challenging to interact with their colleagues after assuming their administrative positions (Stanley, 2017). This situation might trigger poor organizational management concerns. A sustainable solution to managerial issues is training managers to be exceptional leaders. Therefore, training managers to become excellent leaders enables them to fulfill managerial and leadership roles in their respective organizations.

The basic approach to solving management issues is identifying feasible solutions based on the prevailing problems. Educational institutions that offer management courses should incorporate leadership training for clinicians who have enrolled in the program. Various nurses that have managerial roles experience confusion due to their new positions. Therefore, clinicians appointed to assume managerial positions should be well-trained in interacting amicably with their colleagues. Clinicians who take executive leadership positions create professional boundaries with their peers to mitigate workplace conflicts. Clinical managers should focus on becoming good leaders rather than noble managers (Stanley, 2017). Their relationship with workers depicts the difference between leaders and managers. Leaders are supposed to establish elaborate communication channels that outlines organizational goals to nurses while fostering a conducive workplace. Managers prioritize achieving organizational goals without nurturing relationships with their colleagues. Therefore, clinicians undertaking management courses should seek professional assistance to sharpen good leadership skills to manage their associates effectively.

Reference:

Stanley, D. (2017). Leadership and management. John Wiley & Sons, 91-99.

PDF document Stanley 2017 Ch 5 Clinical\_Leadership\_in\_Nursing\_and\_Healthcare\_Valu (2).pdf

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