Leading, supporting and managing teams

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All registered nurses with a community nursing specialist practice qualification provide, manage and lead servicesrelated to their intended field across a variety of settings. They act as role models for good practice in the delivery of evidence-based treatment, nursing, interdisciplinary and interagency care. They are responsible for leading services, effectively managing the coordination of care of individuals, groups of people or defined caseloads. They put the abilities, needs, preferences and best interests of people first when taking action to manage the specific risks associated with their intended field of community nursing practice and the setting in which care takes place.

They are accountable for the delegation of activities to team members, including delegation to other interdisciplinary and interagency professionals and those colleagues who are not on a professional register, and to carers. They are able to teach and support the professional development of colleagues and students.

In leading and managing an interdisciplinary team, they are able to collaborate and communicate effectively. They are able to recognise and address any disagreement or conflict between those planning and delivering care, using the skills of negotiation and advocacy to arrive at mutually acceptable solutions that recognise the abilities, needs, preferences and best interests of people receiving care. Using their influencing and negotiation skills, they build professional working relationships within and between agencies to achieve seamless effective delivery of person-centred services.

Outcomes

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Registered nurses with this qualification in their intended field of practice, will be able to:

5.1demonstrate leadership in applying human rights, equality, diversity and inclusion, to improve the health and wellbeing of people, families and communities

5.2demonstrate compassionate leadership when managing community nursing, interdisciplinary and interagency teams, to promote equality, diversity and inclusion, support individual professionals' wellbeing, motivate, and encourage team cohesion and productivity

5.3lead, promote and influence the nursing profession in wider health and social care contexts and know how to influence and improve the care of communities through partnership working

5.4identify available local community assets and engage with a range of providers, including third sector and faith-based support organisations and networks, to enhance the support and care of people

5.5evaluate a range of indicators to determine the skill mix and appropriate characteristics of the workforce required to meet the needs of specific caseloads

5.6review, lead and manage the people, financial and other resources required to safely meet caseload requirements, making professional risk based decisions when necessary to resolve resource issues

5.7construct cogent arguments and effectively communicate complex information to justify decisions about resource allocation

5.8delegate responsibility for the management of budget, people and other resources to team members, while retaining overall accountability

5.9critically analyse their personal workload requirements and that of the wider team to lead and prioritise activities in order to manage demand and capacity

5.10safely and effectively delegate responsibilities to team members based on an assessment of their level of knowledge, skill and confidence

5.11use digital technology to maximise the use of resources across interdisciplinary and interagency teams

5.12procure equipment and other items in line with relevant procurement policies, value for money considerations and health and safety requirements

5.13articulate a clear and evidence-based rationale for complex decision-making and professional judgement when leading teams in challenging situations

5.14continually reflect on their own leadership approach and take action to adapt their leadership style to different situations, including but not limited to when working with diverse teams who may be geographically dispersed

5.15effectively use systems to measure the impact, quality, productivity and cost efficacy of interdisciplinary and interagency teams to allow effective leadership and performance management

5.16conduct conversations with team members to provide opportunities for positive reinforcement and challenge, and agree any development plans or remedial actions in line with appraisal processes

5.17lead the development of a positive learning culture for interdisciplinary and interagency teams

5.18use a range of approaches and resources available to educate, support and motivate people, manage talent and succession plan

5.19apply a range of leadership strategies that are effective in supporting positive team development and cohesion across disciplines and agencies

5.20select, implement and evaluate strategies which are appropriate to the composition of the team, to enable supervision, reflection and peer review

5.21recognise individual abilities and learning needs when applying the standards of education and training for pre and post-registration nursing, midwifery and nursing associate students, in order to educate, supervise and assess effectively.