

**BSN Competency: Leadership and Management**  
**Nebraska Action Coalition-Education Subcommittee**

**Leadership and Management**

**Definition:** Using a systems approach, the BSN nurse leverages diverse resources to plan, implement and evaluate high quality, safe outcomes of practice. Evidenced-based practice and change theory is utilized to transform health care. As a committed professional, the BSN nurse collaborates with health professionals and stakeholders in policy development in the microsystem, and evaluates outcomes of new practice to accomplish goals in health care systems.

**Competency Behaviors**

1. Uses a theoretical, evidence-based approach to problem solving, decision making, critical thinking/reasoning, and management of care.
2. Integrates systems thinking, effective communication skills, creative leadership approaches and management strategies to meet the needs of select populations.
3. Collaborates with stakeholders to coordinate and implement change.
4. Demonstrates leadership in promoting safe, quality care with a focus on evaluation and improvement within a variety of healthcare systems.
5. Demonstrate competence in the ability to access information systems to address quality care and safety for specific patient populations.
6. Demonstrates an understanding of allocation of health care resources at the organizational level.
7. Demonstrates intra and interprofessional partnerships with other health care providers with a focus on teamwork, collaboration, conflict management, and negotiation.
8. Examines management and leadership qualities necessary for the development of a diverse, interprofessional healthcare workforce.
9. Applies ethical principles to professional nursing practice that foster personal responsibility and accountability
10. Participates in professional organizations, decision making bodies, and responds to local, regional and national issues.
11. Demonstrates leadership in coordinating and collaborating with the nursing team at both the macro and microsystem levels.