

Who are you? Where are you? What am I doing? You can Lead Virtually – Here's how!



Dr. Colleen Koob / Dr. Allyson Hopperstad
Beal College, Bangor Maine & Rasmussen College, Bloomington Minnesota



Abstract

Thanks to technology, nurse leaders today must develop the skills to deal with teams across time zones not just across physical structures. Nurse leaders today and in the future must develop new expertise, use available technology and consider different strategies for building cohesive teams across virtual settings. Since direct supervision is impossible, the leader of the future must develop innovative strategies to create a high-performing team across diverse boundaries. This presentation will give some key strategies to assist in building and maintaining your virtual team.



Technology

Technology is everywhere. In our personal lives, our professional lives, and everywhere we look. As leaders we just use technology to our own advantage, we must be able to lead from a virtual stance more than just a physical one. Having a leader that is capable of building collaborative virtual teams is vital to today's healthcare environment (Cowan, L., 2014).

Goals

Nurse Leaders across many spectrums of healthcare and academia must face the growing need for leading in a virtual setting. This presentation shares small changes to everyday leadership practice that will assist with successful techniques to lead your teams in the ever growing virtual setting.

- Develop executive presence skills within a virtual setting
- Examine Technology needs for virtual teams
- Recognize the need for team building in order to build trusting relationships

Staff Satisfaction

Within the nursing literature staff satisfaction, retention, and organizational performance are keys to employee satisfaction. There are nine key elements outlined by many organizations related to supporting a healthy work environment

- A collaborative practice culture
- A communication rich culture
- The presence of adequate numbers of qualified nurses
- The presence of expert, competent, credible, visible leadership
- Shared decision making at all levels
- The encouragement of professional practice & continued growth/development
- Recognition of the value of nursing contribution
- Recognition by nurses for their meaningful contributions to practice

(Nursing Organizations Alliance, 2004)



What is e-leadership?

There are many definitions of e-leadership and virtual teams, in general one must consider a leader that has responsibility over a large geographic location, that requires virtual communication to connect with those they lead.



Communication is Key

Becoming a virtual leader can be a difficult transition for some – the move from the more traditional modalities to the eLeader must include some new skills.

- Listening to see – there is no walking down the hallway to have that cup of tea
- Creating Aliveness – includes divergent thinking, social media, shared websites
- Communicating effectively – email, phone conferences, webinar meetings, and many more uses of technology to “communicate” to your teams

(Kerfoot, K. 2010)

References

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