

## **How to improve delegation skills as a leader**

Student Name

Institutional

Professor

Course

Due Date

## **How to improve delegation skills as a leader**

In the context of nursing, delegation is the transfer of authority to perform a task from one individual to another while retaining accountability for the outcome (Cipriano, 2010). Effective delegation is more than just a skill in the fast-paced nursing field; it's a crucial tactic that influences team productivity, patient care outcomes, and the standard of healthcare as a whole. Nursing leaders, who are tasked with leading their teams, have the particular challenge of striking a balance between the needs of patients, the capabilities of their staff, and the demands of operations. Developing a culture of excellence and collaboration, empowering nursing staff, and improving patient care are all goals of mastering the art of delegation in this setting. The objective of this guide is to examine practical measures and customized strategies for nursing leaders to improve their delegation abilities, guaranteeing smooth care provision and fostering a competent and encouraging healthcare team.

### **Compliance with the Appropriate Task to Delegate.**

The legal responsibility of the delegator is highlighted by (Dimond, 2018) who states that it is the personal and professional responsibility of each nurse who delegates health care activities to ensure that the person receiving delegation is educated, competent and experienced in the task to be undertaken to ensure patient safety. Take note of the tasks that your organization's policies permit and that are legally appropriate to assign. Not every task is transferable. In the event that a designee lacks the necessary skill set, you run the risk of making mistakes and experiencing safety concerns. Avoid allocating assignments that: Call for specialized nursing judgment and decision-making abilities, fall under the state's regulations, the Nurse Practice Act, or the caregiver's scope of practice, break the rules and regulations of the

organization, and reveal confidential or private information about patients or coworkers that should not be disclosed

### **Access Patient Needs**

Set the needs of the patient and the necessary level of care in order of priority. Assign tasks based on the expertise of team members to guarantee the best possible care delivery. Prior to assigning the work, evaluate how complex the patient's needs are in order to make sure the right tools, resources, and supervision are available. For instance, it might not be appropriate to assign a UAP to handle a task like feeding a patient who is at high risk of aspiration. Delegation is a necessary leadership skill that can impact quality of care and patient satisfaction (Kalisch, 2011).

### **Clear Communication**

Communicate effectively and precisely. It is important to express duties, expectations, and patient care plans in straightforward terms so that everyone knows their part in delivering high-quality care. For the designated person to comprehend the assigned task, clear communication is necessary. They must be informed of its contents, deadlines, documentation requirements, the patient's limitations, and anticipated results. Double-check these details prior to granting the employee accountability. Reassure them that they can accomplish the assigned task safely and successfully, provide guidance and encouragement, and highlight the chance for advancement.

### **Team Strengths and Weaknesses**

Recognize the specializations, proficiencies, and abilities of every nurse on your team. Acknowledge their aptitude for assigning work successfully. Determine and pair up the person

with the highest ability to finish the task. Assess their competence by figuring out whether they have the time, knowledge, and resources necessary to finish the assignment. You can assess their level of confidence by finding out if they have ever had difficulties doing the task and if they successfully completed it without assistance.

in conclusion up, improving one's delegation abilities is a life-changing experience for nursing leaders rather than merely a matter of professionalism. Effective delegation involves more than just allocating responsibilities; it also involves improving patient care, building a strong team dynamic, and enabling every nurse to give their all. Nursing leaders set the stage for more efficient operations and better patient outcomes by fostering trust, communicating clearly, and having a thorough understanding of team dynamics. By constantly improving delegation techniques, nursing leadership is able to adapt to the rapidly changing healthcare environment and work toward a time when providing excellent patient care is at the center of all decisions and actions. By developing these abilities, nursing leaders not only increase their own efficacy but also motivate and foster the growth of their teams, which eventually results in a more robust and compassionate healthcare environment for all.

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