

1. Record Nr.	UNINA9910811047503321
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Titolo	Management and leadership in nursing and health care : an experiential approach // Elaine La Monica Rigolosi
Pubbl/distr/stampa	New York, : Springer, 2012, c2013
ISBN	1-78539-300-6 0-8261-0840-7
Edizione	[3rd ed.]
Descrizione fisica	1 online resource (450 p.)
Disciplina	362.17/3068 362.173068
Soggetti	Nursing services - Administration Leadership
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Description based upon print version of record.
Nota di bibliografia	Includes bibliographical references and indexes.
Nota di contenuto	Management and Leadership in Nursing and Health Care; Half Title; About the Author; Title Page; Copyright; Dedication; Contents; Preface; Acknowledgments; Introduction; I: Understanding Management and Leadership: The Science and the Philosophy; 1: Management Processes; Outline; Expected Learning Outcomes; Management and Leadership; The Management Process; Planning; Organizing; Motivating; Controlling; Managerial Skills; The Managerial Method; Assess the Information; Identify the Problem or Goal; Analyze the Problem or Goal and Choose Leader Behavior; Create Alternative Solutions Recommend an Action PlanImplement Action Plan and Evaluate Results; Summary; Review Concepts and Questions; Suggested Assignments; References; 2: Theories of Management and Leadership; Outline; Expected Learning Outcomes; The Core and the Satellites; Classical and Nonclassical Organization Theory; Classical Organization Theory; Nonclassical Organization Theory; General System Theory; Group Dynamics Laboratory: An Experiential Approach; Motivation; Motivation Factors; Applying Motivation Theory; Summary; Review Concepts and Questions; Suggested Assignments; References I: Experiential Learning Activities:Ice-Breaking and Getting AcquaintedActivity 1 Group Formation; Activity 2 Member Introductions; Activity 3 Self-My Management Shield; Activity 4

Beginnings; II: Managerial Responsibilities: The Core; 3 Knowing Self; Outline; Expected Learning Outcomes; Conceptual Framework; Point of View; Stereotyping; Halo-Horn Effect; Implicit Personality Theory; Leader Behavior Style; Summary; Review Concepts and Questions; Suggested Assignments; References; 4: Diagnosing Others; Outline; Expected Learning Outcomes; Maslow's Hierarchy of Needs; Physiological Needs

Safety Needs Social Needs; Esteem Needs; Self-Actualization Needs; An Important Note; Alderfer's ERG Model; Hersey, Blanchard, and Johnson's Levels of Performance Readiness; McGregor's Theory X and Theory Y; Argyris's Immaturity-Maturity Continuum; Herzberg's Motivation-Hygiene Theory; Summary; Review Concepts and Questions; Suggested Assignments; References; 5: Leader Behavior; Outline; Expected Learning Outcomes; Definition of Leadership; Common Leader Behavior Styles; Components of Leader Behavior; Leadership Models; Ohio State Model of Leader Behavior; Situational Leadership Quadrant 1. High Structure/High Task and Low Consideration/Low Relationships Quadrant 2. High Structure/High Task and High Consideration/High Relationships; Quadrant 3. High Consideration/High Relationships and Low Structure/Low Task; Quadrant 4. Low Structure/Low Task and Low Consideration/Low Relationships; The Leadership Grid®; Comparison of Theories of Leadership; Determining Appropriate Leader Behavior Style; Maslow's Hierarchy of Needs; Herzberg's Motivation-Hygiene Theory; Alderfer's ERG Model; Hersey, Blanchard, and Johnson's Levels of Performance Readiness
McGregor's Theory X and Theory Y

Sommario/riassunto

Time-tested leadership and management strategies based on experiential learning activities are at the foundation of this text for undergraduate and graduate students in nursing and health care leadership or management courses. It is grounded in theories and concepts applied to the health care environment from business, organizational psychology, health care law, and educational administration fields. The text encompasses theories of effective communication, problem analysis, conflict resolution, and time management challenges. This new edition includes three new chapters that cover current the
