**Essay Paper: Leadership and Management**

           Of the many issues in the nursing field, the one that captures my interest is staff advocacy. This is the act of acting as an intermediary when lodging concerns and complaints that nurses may have concerning their efficiency in providing health care (Cherry & Jacob, 2017, p. 238). It entails factors that work environment, workers’ needs, tasks allocation and direction of a particular unit. To properly attend to patients, the medical staff needs to have their needs catered for.

Representing the nurses relates to the improvement of service’s quality QSEN competency. With the provision of a clean and easy to navigate hospital setting, medics find it easy to concentrate on their work and perform it efficiently as compared to a messy workplace. The smooth flow of work and transition of duties ensures that patients receive the best available care.

Having this position would motivate the nurses since they have someone looking out for them. They will be easy to manage as communication lines are open and their trust will have been gained. Unity at work will be achieved as each person knows, observes and respects their roles and those of their colleagues as well.

To attain the stipulated changes, cooperation will be required from different parties. The management, for instance, must be willing to listen and act on the demands of clinical officers and the nurses should as well be ready to follow the protocols laid down. Each person should observe the chain of command refrain from misusing their freedoms. The best way to inform all stakeholders of these resolutions would be through writing. Each person should receive a drafted copy of the major points which would be later discussed during a staff meeting.

**References**

Cherry, B., & Jacob, S. (2017). *Contemporary nursing*. St. Louis: Elsevier.

QSEN Competencies. (2018). *Qsen.org*. Retrieved 16 March 2018, from <http://qsen.org/competencies/pre-licensure-ksas/>