

Strategies for demonstrating respect for nurses as professionals

- 4.1a. Appoint a senior nurse leader at the executive level
- 4.1b. Hire nurses as point-of-care managers
- 4.1c. Hire nurse leaders with appropriate education and credentials
- 4.1d. Support the stability of nursing leadership
- 4.1e. Recognize nurses' contributions to patient and organizational outcomes
- 4.1f. Develop and encourage transformational leaders with resonant leadership styles: visionaries, coaches, affiliative, and democratic

Excerpt from the RNAO *Developing and Sustaining Nursing Leadership*, (2nd edition, 2013),pg 70.