

Examining Staff Nurses' Perceptions of Executive Nurse Leader Credibility in Ontario

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Research proposal development stage

Introduction: Leadership science is crucial to the advancement of the nursing profession.

Executive nurse leaders have reported the importance of building credibility with point-of-care nursing staff. Credibility has been identified as the foundation of leadership. Despite the construct of leader credibility being explored in academic literature, it lacks a clear conceptualization and therefore is not understood well. The uncertainty of this leadership element is also prevalent in nursing literature. Kouzes and Posner's work on exemplary leadership is a commonly used framework for studies examining leader credibility. These authors posit that to earn and fortify leadership credibility, leaders must understand the importance of the follower. Leadership is a reciprocal process which occurs between leaders and followers with followers' insight and perception of the leader's credibility being important factors in successful leadership. Social identity theory of leadership can be utilized to examine leader credibility by elucidating the relationship between leaders and followers.

Aim: The aim of this study is to examine staff nurses' perceptions of executive nurse leaders' credibility in the hospital setting in Ontario.

Methods: Explanatory sequential mixed methods will be utilized for this study. Following the collection of survey data in the quantitative phase, focus group data will be collected and analyzed to assist in the interpretation of the quantitative results.

Implications: Leader credibility is an important nursing construct to explore as it influences leadership effectiveness and impacts organizational measures such as staff job satisfaction and intention to stay.