



# A Meta Synthesis On Challenges And Issues In Developing Leadership Skill Among Student Nurses

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## Abstract:

**Background:** To Develop leadership skills is an indispensable part of nursing and an integration of theoretical and practical leadership which plays an important role in the acquisition of professional abilities. There are several types of nursing program including diploma, bachelor's and master's program. Globally about 105 member states from AFRO, EURO, EMRO, SEARO and WPRO developing future nursing workforce with nursing education.

## Aims and objectives:

1. To examine the challenges in the developing leadership skills among student nurses. 2. To identify the prospect to overcome the challenges and issues student nurses. 3. To draft a strategy for developing leadership skills among student nurses.

## Material and methods:

A meta synthesis assessed the effectiveness of developing leadership skills among student nurses in improving healthcare outcomes such as performance and guidelines adherence. Overall, the search strategies retrieved. Databases were used for manuscript research: PubMed, Google Scholar, ScienceDirect and ResearchGate, Scirp. The researchers searched for articles published in the English language from 2020 to 2024. It was synthesized, conceptualized and summarized the strategies to challenges and issues in developing leadership skill among student nurses.

## Results:

These study encourage the improvement of leadership culture to increase performance and guideline adherence in healthcare settings. To reach this purpose, it would be useful to introduce a leadership curriculum following undergraduate medical courses. Developing leadership skills among student nurses involves several strategies to address challenges and issues effectively. These strategies include:

## Conclusion:

The meta-synthesis study on student nurses' leadership skills highlights the importance of a comprehensive approach, including formal education and experiential learning. It emphasizes the need for leadership inclusion, mentoring, role modelling, peer group support, feedback and reflection, initiative and encouraging practical experiences and environment. The researcher also calls for ongoing evaluation and refinement of leadership development strategies to prepare nurses for the dynamic healthcare.

**Index Terms** - Challenges, issues, developing leadership, student nurses, Synthesis, healthcare

## I. INTRODUCTION

Leadership is essential in organizations to successfully promote a culture of innovation. Consequently, leaders assume a crucial role in the paradigm shift towards Industry. It was based mainly on a literature review about developing leadership skills and challenges relationship with cognitive skills, interpersonal skills, business skills, and strategic skills. The organizations might consider these skills as requirements for the leaders in the transition process towards services.<sup>2</sup>

Effective leadership has critical implications for student nurse well-being, retention and the care they deliver to patients. Poor well-being, stress among student nurses have been significantly associated with patient safety outcomes, such as medication errors or patient incidents. Relational leadership styles are more commonly linked to positive outcomes for the nursing workforce than task-focused or laissez-faire leadership styles.<sup>(5)</sup>

While nurses fulfil leadership roles from bedside to boardroom, enhancing the strategic employment of effective leadership practices is necessary to mitigate the effects of poor staff outcomes in a workforce critical to the future of changing healthcare. It is pertinent to identify the factors that contribute to leadership in nursing, so they can be cultivated to develop a new generation of nurse leaders.

With ever-changing innovations in health care, nurses need a proactive approach to patient care management from the perspectives of both patient and the health care team. Like any other allied health professions, nursing entails adaptive leadership approaches which judiciously explore the multifaceted aspects of management. An optimal develop leadership skills brings a positive impact on students' professional development however, there are many challenging factors which influence students' leadership. unsuitable programming of developing leadership skills and unsupportive developing leadership environment and difficulties in transferring leadership skills into clinical practice.<sup>(7)</sup>

The healthcare system in India with its complex environment and fast-paced changes requires well-prepared professional nurses; with outstanding leadership skills to address the demanding challenge

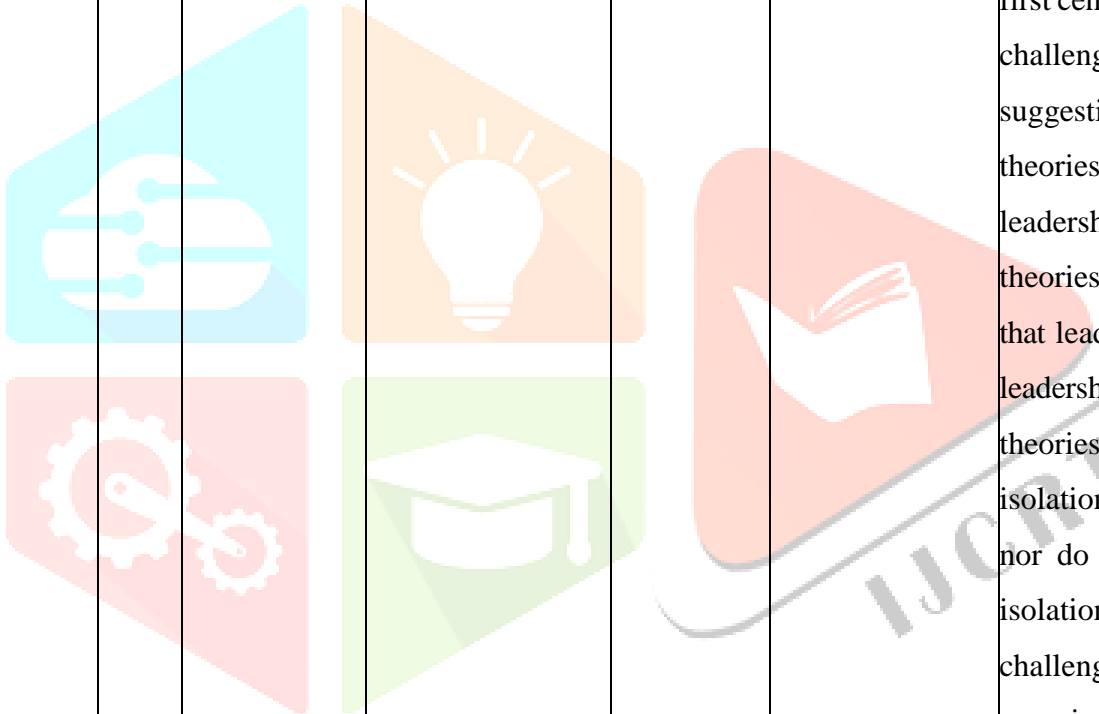
## II. MATERIALS AND METHODS:

A meta synthesis assessed the effectiveness of developing leadership skills among student nurses in improving healthcare outcomes such as performance and guidelines adherence. The spider tool is used to describe the research. Overall, the search strategies retrieved. Databases were used for manuscript research: PubMed googlesolar, sciencedirect and research gate ,scirp.. the researchers searched for articles published in the English language from 2020 to 2024. It was Synthesised, conceptualized and summarized the strategies to challenges and issues in developing leadership skill among student nurses

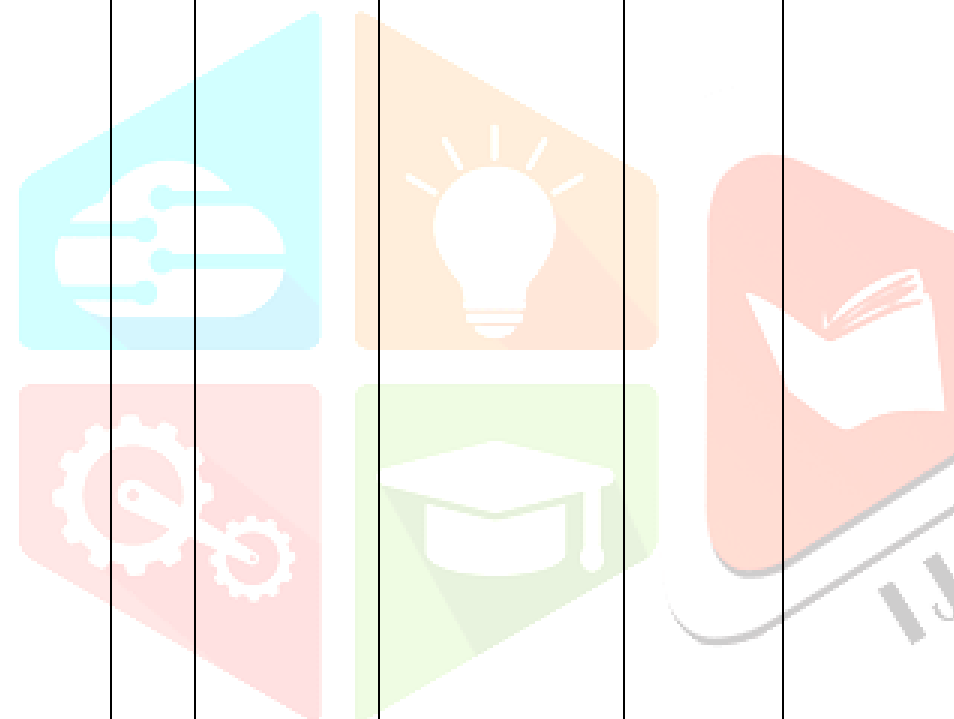
### III. REVIEW OF LITERATURE

S. No	AUTHOR NAME	YEAR	SEARCH ENGINE	TITLE	METHODOLOGY	ANALYSIS	RESULT
1	Venessa Brito Ferreira And Et al	2020	Google scholar	Transformaton Leadership In nursing Practice Challenge s And strategies <sup>(14)</sup>	Qualitative and Exploratory Study	Thematic analysis	A qualitative and exploratory study conducted among 25 nurses and student nurse who were worked in the university hospital. The study aimed to understand the challenges and strategies adopted by nurses for the exercise of transformational leadership in a university hospital. The study result that the prevalent challenges were lack of encouragement from the institution for the training of leaders, professional inexperience and young age resistant to leadership and insubordinations. The strategies adopted by nurses consists of acting as team examples and establishing dialogic relationship. The authors final consideration that the practice of transformational leadership has been relevant in the daily lines of nurses and contributes to the quality of care.

2	Majd Megheirkouni et al.,	2020	Pub med	Journal of leadership development Trends and challenges in Twenty first Century <sup>(15)</sup>	Adopted exploratory literature review	Integrative method	An exploratory literature review based on the review of theoretical and empirical literature on leadership development published since the 2000s. The study mainly focused on research published in the journal of management development. The study's purpose that to understand challenges facing organizations in the twenty first century and address these challenges through suggesting future leadership theories are the base for leadership development theories. The author suggest that leadership theories and leadership development theories do not exist in isolation from one to another, nor do they exist in isolation from challenges facing organization
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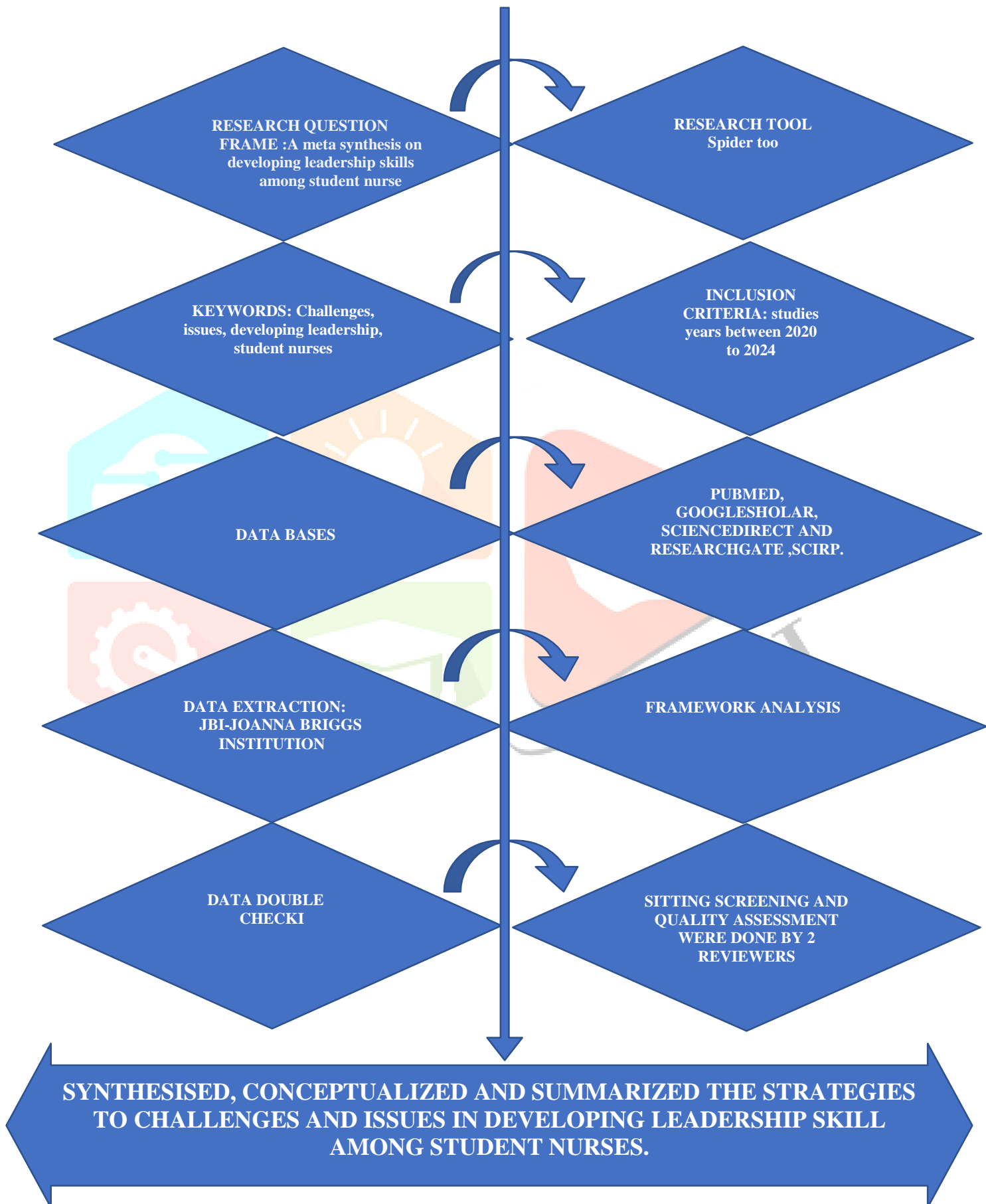
3	Sunita panda	2021	Pub med	<p>Challenges faced by student nurses and midwives in developing leadership skills<sup>(10)</sup></p>	Systematic Review	COREQ criteria used for assessment of all quality of the included studies	<p>A systemic review study conducted the electronic data bases of midline SBSCO, CINAHL etc, the study aimed that offer insight and understanding through synthesis of findings from studies that report on perspectives of student and midwives. The report of the study that 32 students published over 22 years between 1997-2019 involving 853 nursing student and midwives from 14 countries. the three key themes emerged: there are</p> <ol style="list-style-type: none"> <li>1. the support structure</li> <li>2. personal factors</li> <li>3. planing and organization</li> </ol> <p>Influences of extrinsic factors. The study identified the key challenges in the leadership development were following lake of self-motivation, staff shortage, workload and inconsistence between theories and practices. study shows that the understanding of the challenges faced by student in clinical practice can help overcome the barriers leading to development of competent and confident nurses and midwives.</p>
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4	Juan bornman et al	2023	Pub med	Leadership development strategies in interprofessional health care collaboration a rapid review <sup>(16)</sup>	Rapid review	PRISMA scale and MMAT	The rapid review conducted among 42 were included data extraction from 318 records on Rayyan using the PRISMA scale and MMAT. The study aimed to systematically catalogue literature on leadership in health care practice and education to highlight the leadership characteristics and skills required for collaborative interprofessional services delivery. the author concluded the study that the anchoring the evidence based within a systemic search of the extant literature provides increased precision for curriculum development.
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5	John Elmore iii	2021	Pub med	Leadership development in undergraduate nursing students <sup>(17)</sup>	Survey method-qualitative improvement approach	Thematic analysis	This survey and quality improvement approach used on only data collected during the spring 2021 cohort students. The main purpose of this study that to describe the impact of an active learning approach to leadership development in senior nursing students. This study shows the result that understanding will aid us in recognizing the decisive action and measures that need to be taken to
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#### IV. METHODOLOGY



## V. RESULT:

These study encourage the improvement of leadership culture to increase performance and guideline adherence in healthcare settings. To reach this purpose, it would be useful to introduce a leadership curriculum following undergraduate medical courses. Developing leadership skills among student nurses involves several strategies to address challenges and issues effectively. These strategies include:

**Mentorship Programs:** Pairing student nurses with experienced mentors allows for hands-on learning and guidance in developing leadership qualities. The leadership and mentorship program, the fellows are immerse in concerted leadership development focusing on the academic leadership role.

**Clinical Rotations:** Providing opportunities for students to take on leadership roles during clinical rotations fosters skill development in real-world healthcare settings.<sup>(35)</sup> Effective leadership is vital when promoting positive workplace cultures and high-quality care provision. And newly registered nurses are not always well-prepared for leadership roles. That' s why Students must be exposed and practices to positive leadership practices during clinical rotation of curriculum to facilitate theory-practice integration.

**Educational Workshops and Seminars:** Offering workshops and seminars specifically focused on leadership development equips student nurses with theoretical knowledge and practical tools.<sup>(35)</sup> Good clinical teaching atmosphere and promote opportunities for theoretical and practical connections among students can enable students to experience a better clinical learning environment and meaningful experiences

**Peer Support Groups:** Encouraging peer support groups where student nurses can discuss challenges and share experiences in developing leadership skills creates a supportive learning environment<sup>(35)</sup>. Peer Support implementation can be provisionally recommended for two uses. First, for clinical services intending to implement a new peer support worker service, it provides a synthesised set of influences to address as part of the service development. Second, the Implementation Measure can be used in research to inform the implementation strategy for manualised peer support worker interventions

**Simulated Scenarios:** Incorporating simulated scenarios into nursing education allows students to practice leadership skills in a safe and controlled environment.<sup>(35)</sup> The future of simulation-based education, latest trends in simulation research, and linking simulation to improved patient safety outcomes.

**Feedback and Reflection:** Providing constructive feedback and encouraging self- reflection on leadership experiences helps students identify areas for improvement and growth<sup>(35)</sup>. Leadership development, assessment and feedback are necessary throughout the education and training of health professionals.

**Encouraging Initiative:** Empowering student nurses to take initiative in projects and initiatives fosters leadership development and confidence. The importance of teacher leaders has been increasingly emphasized in innovative educational practices. Taking on more responsibilities when needed, or when opportunities arise, is one of the resources and opportunities that can help in developing leadership skills

**Continuous Learning:** Emphasizing the importance of continuous learning and professional development in leadership skills ensures that student nurses remain committed to enhancing their capabilities throughout their careers. Lifelong learning recommended in education and programs of nursing and other medical sciences fields, because if lifelong learners are raised there will be no need for use of lifelong strategies in nursing students and will lead to improved quality of education, professional competency of nurses and nursing care outcomes.

By implementing these strategies, educational institutions can effectively address challenges and issues in developing leadership skills among student nurses, ultimately preparing them for successful careers in healthcare leadership roles

## VI. DISCUSSION:

Leadership skill in healthcare settings is a topic that is already treated in a quantitative matter, but only this systematic review and meta-synthesis showed the pooled effectiveness of leadership skill intervention strategies improving some healthcare outcomes such as performance and adherence to guidelines. However, the assessment of leadership effectiveness could be complicated because it depends on the study methodology and selected outcomes

## VII . CONCLUSION:

The meta-synthesis study on student nurses' leadership skills highlights the importance of a comprehensive approach, including formal education and experiential learning. It emphasizes the need for leadership inclusion, mentoring, role modelling, peer group support, feedback and reflection, initiative and encouraging practical experiences and environment. The study also calls for ongoing evaluation and refinement of leadership development strategies to prepare nurses for the dynamic healthcare.

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### CONFLICT OF INTEREST:

The authors have no conflicts of interest regarding this study.

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