

# Leadership in the medical setting

- Ideal attitudes for directors of nursing service departments-

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## Abstract

The purpose of this study is to investigate how directors of nursing service departments perform as leaders, and to clarify what experiences contribute to their ideas of leadership. It is anticipated that the result of this study may be utilized for better management in the future.

Of late, the working environment for nurses has changed drastically. While the roles of nursing service increase and become more significant, the leadership of managers in nursing departments requires further examination. However, previous studies refer only to problems related to leadership in nursing services, without, -considering such important issues as what kind of leadership is required, how it is developed, or how it actually functions. In addition, there have been studies to date concerning directors of nursing service departments.

In this study, therefore, I interviewed three active directors of nursing service departments employed in general hospitals within the Kinki area, and analyzed their stories to illustrate ideal leadership based on their experiences. As a result, nine sub themes emerged, and after examining the relationships among these nine themes, three main themes, “Sharing aims”, “Bringing up”, and “Axis as a human being” were found.