

Tele-healthcare Nurse Leader

“I have a strong inclination to work in healthcare organizations. I am passionate about the health state of people in my locality.

I am very good at building nurses’ teams that offer nursing services to patients.

These include:

- Discharging the role of a nurse
- overseeing the day-to-day operations of a nursing team.

I am entrepreneurial. That is,

- at one moment, I could do the above tasks;
- at another moment, I could arrange the office, prepare charts and documents, develop business plans;
- yet at another moment, I could clean the hospital, arrange food for patients and relatives, console patients and their relatives, walk a patient to its home, liaison with village transport facilities and government officials, calm down irate relatives and friends of patients.

I am one of them. **If I do not have any one or more of these elements, I can develop them fairly quickly.**

I am intricately knowledgeable about the entrepreneurial workings of early stage ventures.

- I have the passion for transforming a segment of the industry.
- I have the empathy to listen, adopt and commit to fast-growth objectives through my:
 - drive to contribute something significant that leaves a legacy behind.
 - insatiable hunger and commitment for achievements.
- I am willing to pay the price for this opportunity due to my:
 - stamina to sustain for a long period.
 - willingness to learn and grow.
 - motivation for significant personal and career growth, along with financial rewards. The rewards would be incomparably and significantly higher than other opportunities.”

Do you claim the above?

This leader would run the day-to-day nursing operations of the company and enable its rapid growth. This leader will create schedules for nurses, give annual performance reviews, and help create policies within the unit.

Not every leader would have every element of the description below, but they would have significant overlap with it. If a candidate does not have any one or more of these elements, he / she should be able to pick things up fairly quickly.

Responsibilities

This leader will be responsible for all aspects of management of nurses across the company's all tele-healthcare dispensaries including, but not limited to:

Administration

- Your hospital, clinic, school, or other institutions will look to your expertise for screening, interviewing, and selecting nursing staff.
- You may also be involved with medical records and regulatory requirements. In some settings, you will have the opportunity to employ your diplomatic skills in addressing labor and union issues in the workplace.
- You'll take care of the managerial details, including medical health records, recruitment, and disciplinary actions.

Planning and Budgeting

- A skill with numbers and an eye for detail likely helped you complete your nursing studies, and that same acumen comes in handy as a nurse manager.
- You will review and manage finances for your department, including salary and supplies.

Staff Management

- The "manager" part of a nurse manager steps into the forefront when you assume the responsibilities of leading and supervising a staff, which typically consists of any combination of licensed practical nurses (LPN), registered nurses (RN), certified nursing assistants, medical clerks, and aides.
- You'll be the liaison between interdisciplinary teams and nursing staff, and supervise nursing-related operations within an organization.
- You also collaborate with other departments to promote the best patient outcomes. You will work with doctors and other hospital staff, coordinate meetings, and assist patients and families. Your day may begin or end by reviewing case loads, going over assignments, discussing overall patient care, reinforcing patient care standards, reviewing transfer protocols, or other general and specific clinical duties. Staff meetings are ideal forums to share experiences, reveal problems, brainstorm solutions, and suggest answers.
- At the same time, you will schedule regular one-to-one meetings with your staff members to review individual issues, goals, and performance and training opportunities.
- As a mentor, you will inspire and motivate your staff to become better health care professionals and advocate for them among the larger clinical staff.
- You will likely be part of cross-functional meetings in your organization, representing the nursing staff and its needs among physicians, administrators, and other personnel.

Skills

A demonstrated track record of proven results in building organizations. The successful candidate will be a trusted leader with an exceptional track record of developing pragmatic strategy and then executing it in

a disciplined, urgent and competitive manner, leading to outstanding financial performance. In general, this successful leader would have:

- Experience being part of a standalone healthcare services business with full profit and loss responsibilities. Demonstrated success leading complex operations with accountability for the selection, motivation and development of the leadership team.
- Relevant experience gained in sales, marketing, business development, customer operations and corporate functions. Good understanding and experience implementing best practices throughout an organization.
- Relevant experience gained in acquiring companies. He/she must have played a key role in past acquisitions – both in due diligence and integration. This includes a demonstrated financial acumen, a ‘best athlete’ with very strong leadership capability, acumen and attention to detail.

Additionally, this leader would have experience in an entrepreneurial organization and prior responsibility for development of day-to-day operational process and structure. Experience putting in process/discipline as well as building a strong team-based culture. This will ensure

- understanding and guiding the big picture to manage and lead the nurses, pharmacy and doctors teams, and
- the hard skills to understand and oversee business operations including revenue growth, expense, cost and margin control, monthly, quarterly and annual financial goal management.

Strong nurse managers should possess the following traits:

- Good listener
- Clinical expertise
- Flexibility
- Organized
- Analytical
- Problem Solver
- Leadership

Education

A bachelor's or master's degree in nursing and nurse administratio.