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Hemberg, Jessica; Syrén, Johanna

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Ethical Leadership in a New Light – as Described by Leaders in Public Health Care

Background: Ethical conduct is a requirement in Western countries for public sector leaders. Yet how can leaders be both ethical and effective in their public-sector work and maintain good ethical conduct?

Methodology:

Hermeneutical approach: material collected through interviews with 12 nurse leaders in Finland, all working in public healthcare, nursing context

Method:

Latent content analysis was used to analyze the data material

Conclusions:

1. The maintenance of ethics is a continuous, never-ending process that requires willingness, positive action and holistic action, ethics can enhance qualitative care for patients
2. Survival of ethics rests upon leaders' self-care and the promotion of well-being for all in the workplace

Author and correspondence: Jessica Hemberg, Ph.D., PHN, RN Correspondence: Jessica.hemberg@abo.fi postdoctoral researcher, university lecturer at Faculty of Education and Welfare Studies, Department of Caring Sciences, Vaasa, Finland; Johanna Syrén, PT, MSc, Service manager; Hemberg, Håkan MSc (pol. sci.), doctoral candidate, Åbo Akademi University.

Results

True charitability and integrity in a nurse leader foster ethics and elevate co-workers' dignity and integrity

Structure and regular ethical discussions as a way toward shared responsibility for ethics

Positive and holistic action as a way toward ethics

Self-care and support for NLs as a way toward ethics

Aims: To reach understanding of ethical leadership from a caring science perspective

Questions:

1) How can ethical leadership be understood in a nursing care context?
2) How can NLs and co-workers realize good ethical conduct at work?