

Asking Accordant

Support for Nurse Managers



Our nurse managers are overworked and understandably stressed. How can we best support them and their teams?



Organizational support is critical. The COVID-19 pandemic placed additional challenges on nurse managers and these challenges are expected to persist in the future. A recent article in *Critical Care Nurse* cites, "Nurse managers have been handed the burden of managing the crisis not only operationally, but also mentally, emotionally, and even ethically and they may not be trained or prepared to take on the additional burden."¹

Support starts with a compassionate approach, offering a safe and confidential space for nurse managers to discuss concerns and challenges. Often, developing strategies to effectively map out priorities, resources and outlining steps to achieve these outcomes can ease nurse managers' burdens. Forming internal teams to develop a healthy and positive post-pandemic work environment will also help. These teams can answer questions and address challenges such as how to effectively communicate with team members to instill transparency and a sense of appreciation, or, to develop leadership competencies that create and enhance a healthy work environment.

About the Author: [Linda Roszak Burton BS, BBC, ACC](#), is a Principal Consultant with Accordant and author of *Gratitude Heals ~ A Journal for Inspiration and Guidance*. You can reach her at Linda@AccordantHealth.com and through [LinkedIn](#).



Want more?

[Accordant's Short-Term Coaching Program for Nurse Managers](#) offers a non-judgmental sounding board to help retain top performers and empowers them to identify effective thriving strategies.



What questions about health care philanthropy, leadership and community health advancement do you have for Accordant?

Please email us [HERE](#).

¹ Kimberly Dimino, Amy E. Learmonth, Christiam C. Fajardo; Nurse Managers Leading the Way: Reenvisioning Stress to Maintain Healthy Work Environments. *Critical Care Nurse*, 1 October 2021; 41 (5): 52-58. <https://aacnjournals.org/ccnonline/article-abstract/41/5/52/31380/Nurse-Managers-Leading-the-Way-Reenvisioning?redirectedFrom=fulltext>