

BOOK REVIEW

Nursing Management in Canada, Second Edition

**Edited by Judith M. Hibberd
& Donna Lynn Smith**

A follow up to the 1994 edition of Nursing Management in Canada edited by Judith M. Hibberd and Mavis E. Kyle, the second edition of this very popular Canadian nursing management text, is an immensely valuable resource. Well organized and designed, it provides in-depth and up-to-date information on important aspects of the changing world of nursing and health care management.

The authors are uniquely positioned to be able to edit an important text such as this. Judith Hibberd is Professor Emeritus in the Faculty of Nursing at the University of Alberta where she has taught nursing management at both the graduate and undergraduate levels. She has had wide experience as a first line manager and senior administrator. Her research has focused on labour relations and strikes in the health care sector.

Donna Lynn Smith is Associate Professor in the Faculty of Nursing and the Department of Public Health Sciences at the University of Alberta where she teaches nursing management to undergraduates and graduates. Her experiences include leadership roles in a variety of health care sectors and government. She is Director of the Service Integration Studies Unit in the Faculty of Nursing.

The editors have managed to attract expert thinkers and writers in the compilation of this work. The second edition has been shortened to 30 chapters. Nine of the original chapters have been updated from the 1994 edition and the remainder is new works. Organized into five parts, the text addresses context and organizing strategies, structure and process issues, roles and relationships, as well as providing models and tools to meet a wide variety of management and leadership needs. Thirty chapters, written by experts in their fields, are organized under five headings which include: i) Environmental Context for Health Services in Canada; ii) Structure and Organization; iii) Professional Leadership; iv) Accountability; and v) Tool Kit for

Managers. All chapters follow a standard format that includes key learning objectives, highlighted boxes of specific important information, excellent diagrams and models, a summary of key points and very extensive and current references.

The authors recognize the challenge facing health care managers and leaders in the turbulence of the post-modern world. They acknowledge that this text has been designed with these challenges in mind. They speak to new values and intuitions guiding health care practice and they reflect on the importance of understanding historical context and using analytical frameworks to guide our journey into the future.

The section on the environmental context for health services includes information on political, social, economic, demographic and epidemiological forces shaping the system. It provides chapters on the legal framework and issues affecting health economics. The second section on structure and organization addresses management theory, regional governance, program management, work process design, service integration, case management, workgroups and teams, community health centre management, and work force issues. The next two sections delve in-depth into aspects of professional leadership and accountability. The final section, the tool kit for managers, includes eight chapters that provide models, tools and current theory about managing projects, change, conflict, negotiation, communication, writing and career planning.

This text is an excellent guide and a comprehensive desk reference for every manager and leader who is grappling with the complex, ambiguous and uncertain world of health care. Although geared specifically to nursing it is broad enough in scope to be of value to all health care leaders in many different roles. It is also an excellent reference text for both graduate and undergraduate students who have a compelling need to better understand the realities of the practice world which surrounds them and affects their everyday functioning.

Nursing Management in Canada (Second Edition) \$45.95. Edited by Judith M. Hibberd & Donna Lynn Smith and published by W.B. Saunders, 55 Horner Avenue, Toronto, Ontario M8Z 4X6. Toll free telephone 1-800-387-7278.

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