

**Book:** *Nursing Management: Principles and Practice*

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The book, *Nursing Management: Principles and Practice*, is truly a must-have resource for nurse managers and administrators being asked to meet the complex needs and competing demands of patients and their families, healthcare institutions and corporations, and the society at large. These healthcare professionals face the competing demands and the constrained resources in today's challenging healthcare environment (Salmon, 2005).

Nursing management is more exciting as well as more challenging than ever. In addition to the inherent rewards providing care and improving the quality of patients' lives, the healthcare environment offers a myriad of opportunities to innovate, to grow personally, and to inspire medical excellence. At the same time, however, healthcare is a system constantly changing and adapting to such things as increasing health care costs, societal demands, needs of the increasingly aging patient demographics, and technological advances. Changing expectations, staffing shortages, and the challenges of managing care, costs, access, and quality require leadership that is increasingly adept as the healthcare industry redefines itself of the future (Ambrose, 2005). The task of managing, organizing, delivering, and improving safe and effective nursing care in this changing healthcare environment has likely never been more challenging than it is today (Salmon, 2005). The main challenge in leadership faced by health care professionals today is how to provide access to safe, reliable, cost-effective, high-quality patient care in today's challenging healthcare environment.

If you are nurse manager and/or administrator whose responsibilities are to lead and manage others in this challenging environment, you will need to be highly skilled, highly motivated, and extremely committed to this field. *Nursing Management: Principles and Practice* is an excellent resource that provides key knowledge and practical examples to guide the daily practice and development of nurse managers and administrators. *Nursing Management: Principles and Practice* is a vital resource for nurse managers and administrators in virtually every aspect of nursing practice, including topics such as leadership development, healthcare economics, labor relations and collective bargaining, mentoring, performance appraisals, writing a business plan, accreditation, nursing research, and managerial rejuvenation, among other valuable topics related to nursing management and administration. Each chapter provides valuable information in a concise and simple manner with topics of discussion clearly delineated, providing easy reference for an everyday resource. For example, in Chapter 8: Flexible Budgets and Staffing Matrix, the authors provide not only terms and definitions, but examples of static versus flexible budgets, providing biweekly examples via figures as well as spreadsheet examples demonstrating nursing services annual fulltime equivalent budgets. Additionally, the authors in this chapter provide formulas for staffing matrix and practical examples to assist the reader in developing these skills.

The contributions of management experts are often not readily available to nurse managers. *Nursing Management: Principles and Practice* is unique in that the authors have diverse expertise and practical experience. Authors have education from advanced nursing degrees to advanced business and public health degrees. This combination of theoretical knowledge and practical experience provides a rich blend of content, integrating management skills and concepts appropriate for the nurse manager to use in daily practice.