Transformational Leadership in Change of Management

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**Introduction**

The field of nursing requires a change of management in various healthcare issues and also in the issues which lead to these problems. The healthcare issues are related to the well-being of patient and staff. The management is based solely on the transformational changes, such as in nursing an effective leadership will directly impact the job satisfaction and retention of the nurses. The nurse leader who has transformational skills of leadership will help in retaining the employees or nurses by encouraging the positivity among the workers. The satisfaction and retention of capable nurses will increase patient satisfaction and this will also result in positive patient outcomes. The turnover rate of nurses and job dissatisfaction is due to the ineffective leadership of nurse leaders in healthcare organizations. This research paper will explore the theory of transformational leadership style, for instance, Kurt Lewin theory, for helping the nurse leaders in creating an objective and positive environment for their subordinates and adopting the modification ns that will adhere to the organization permanently.

**Discussion**

**Healthcare Issue**

The issue of the high rate of turnover among the nurses due to job dissatisfaction is almost inevitable in the hospitals of the United State of America. There has been recorded the shortage of nurses due to a high turnover rate, which merely results in elevated levels of burnout, job dissatisfaction, the problem at work, etc. These issues are not new to the field of nursing because the nature of this profession is critical in itself (Batras, Duff, & Smith, 2016). The job of a nurse is to attend to the need of patient at almost the entire time of their duty; this makes their job very difficult at times. Thus, if their superiors or leaders are not accommodative and motivational it will drive the nurses out of their job and ultimately the healthcare organization, thereby increasing the turnover rate. The leaders with transformational skills are best suited for the healthcare setup. The wellbeing of nurses is highly dependent on the positivity engrained in their work environment. A leader who will be motivational and inspirational will help build that environment in his team which will create a cohesive workforce. Such leaders have an impact and influence on their followers, therefore, the nurses will follow the lead of an optimistic leader who will also assist them in gaining the advantages for themselves. It will also provide the healthcare organization with the best nurse's force, which will have the capacity to engross with each other for work while maintaining the role clarity.

**Transformational Leadership**

The transformational leadership is where a leader works with the collaboration of his whole team and this involves the staff engagement, organizational culture, and its learning, and continuous improvement (Bender, 2016). It can also devise a successful plan and strategies, along with communicating and empowering the employees, assessing their performance, and improved integration. Various studies have deduced this style of leadership in strengthening and removing the barriers and creating a productive environment to adapt to the changes by the analysis of Kurt Lewin’s theory (Lv, & Zhang 2017). The transformational leaders help the nurses who are highly dissatisfied or tired of their job to build a great vision in guiding them to change through motivation and inspiration. The transformational leadership enhances the leaders do not work for the sake of their self-interest, in fact, it urges the leaders to work with and inspirational motivation and vision and provide the nurses with proper identification and purpose of their job (Bakari, Hunjra, & Niazi, 2017). The leaders of transformational style exhibit certain characteristics which determine the success of their style of leadership, for instance, these leaders are great influencers and confident enough to motivate and inspire their team members. Furthermore, these leaders are creative and intellectually stimulated. They also consider each group member individually, thus this leadership style follows Kurt Lewin's theory.

**Kurt Lewin’s Theory**

The theory of Kurt Lewin's is based on the change model devised by him. His change model consists of three distinct steps; freeze, unfreeze and refreeze. Many studies have incorporated this model with certain changes for instance due to the criticism received by the Lewin's three-step model, a study introduced a similarly new model of three steps while incorporating it with the planned behavior theory. To determine the dynamic relationship of leader-followers, it conducted a test on the impact on the perception of the employees of the authentic leadership during the change. It showed that to implement the change successfully, transformational and collective leaders should do the change in three steps; unfreezing (readiness), moving (commitment) and refreezing (behavioral support) (Weber, 2018). Therefore, the first step of freezing in the change model is related to preparing the team members to accept the necessary change for the organization. This includes eh breaking of status quo and builds innovative ways for functioning in the organization. The change, in this case, is possible through the determination of the leader to inspire and motivate its employees to not leave the job and serve for the purpose of providing good healthcare to the patients, hence improving the patient's outcomes (McFarlan, O’Brien, & Simmons, 2018).

**Conclusions**

This research paper focused and discussed the theory of transformational leadership style, and the involved theory by Kurt Lewin, for helping the nurse leaders in creating an objective and positive environment for their subordinates and adopting the modification ns that will adhere to the organization permanently. The job of a nurse is to attend to the need of patient at almost the entire time of their duty; this makes their job very difficult at times. Therefore, it increases the rate of job turnover due to dissatisfaction in the workplace. The change model provided by Kurt Lewin has also been discussed and it consists of three distinct steps; freeze, unfreeze and refreeze which are essential to determine the transformational leadership in the healthcare organizations.

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