Effective leadership

[Author Name(s), First M. Last, Omit Titles and Degrees]

[Institutional Affiliation(s)]

Author Note

[Include any grant/funding information and a complete correspondence address.]

Effective leadership

Currently, evidence-based treatment and nursing are extensively acknowledged as the gears for creating efficient healthcare administrations of great production and excellence in care. Administration and leadership of specialists is serious for establishing quality and assimilation of care. Leadership can be described as the association among the entities who lead and the entities who follow, whereas it mentions the behavior of guiding and managing the activities of a team headed for a common objective (Choi, Kim, & Kang, 2017). There are several recognized styles of leadership, whereas six styles seem to be well-known: transformational, transactional, autocratic, laissez-faire, task-oriented, and relationship-oriented leadership. Transformational leadership proficiency is described by generating associations and motivation between staff colleagues (Fischer, 2016). Transformational leaders characteristically have the aptitude to motivate staff, enhance self-reliance, staff admiration and they interconnect faithfulness through a common vision, consequently, amplified productivity, strengthen worker self-confidence, and job pleasure (Dans & Lundmark, 2019). Transformational leadership outcomes into promised and dynamically productive staff members delivering the best services to the patients.

**Leadership style and skills**

The leader of our organization have transformational leadership proficiency. It has been observed during our stay and working, that our leader has established a positive relationship with the operational nursing unit. Our staff manager has empowered our nursing team (Sfantou et al., 2017). Collaboration between the staff member and communication, and a highly impressive entrepreneurial culture has been established (Cope & Murray, 2017). Patient care and safety level is also satisfactory. Improved healthcare services along with lower patient mortalities in the organization have been achieved under this leadership.

**Best performance**

Currently, district and national health organizations incline to endure organizational changes and reshape their purposes and priorities to deal with currently social, commercial, and health contests and requirements (Cope & Murray, 2017). Considering the therapeutic management in decision-making as a significant constituent, our leader implemented this in our organization to progress a fruitful and qualitative process in hospital organizations (Fischer, 2016). Most significantly, engagement and building of staff in providing the best motivation and recreational therapies that proved to be more effective and promoted positive outcomes in our service delivery (Dans & Lundmark, 2019). Communication strategies along with the management of groups for the utilization of available resources to perform best in duty hours was very effectively achieved.

**Communication and conflict resolution**

Communication skills, as well as conflict resolution strategies, were also found to be impressive (Dans & Lundmark, 2019). The development of the team into a multifaceted dynamic and collaborative environment also seemed to be progressive (Choi et al., 2017). Once we all nursing staff faced an issue related to the workload as two of our members left the unit for their reasons. In these circumstances, the workload was increased on all the other members of the staff. We all were waiting for the new staff members but management did not arrange it and more than 3 months passed. We decided to talk to the nursing manager and in return very politely handled the situation. Though work was done excellently but the manager arranged interviews. And the situation was very effectively handled and solved (Cope & Murray, 2017).

**Management and building team**

Organizations need a very humble, proficient and sharp-minded leader to control, built and manage staff. The management and leadership style, transformational-leadership, has a noteworthy constructive and straight influence on management performance. Adding a reward and appreciation system would enhance the outcome and management performance. Our leader escorts all staff members that subsidizes to the well-being of the patients in a specific department (Cope & Murray, 2017). The leader successfully achieved whether it was to advocate and to standardize each and entire departments that can openly or indirectly influence the quality of facilities and care delivered to the individuals in the (Sfantou et al., 2017). The good performance is because of the leader who coordinates and stabilizes all the staff, patients, and other facility providers, including professionals and consultants for the delivery of excellent services by maintaining and organizing balance between group and team members.

References

Choi, S. B., Kim, K., & Kang, S.-W. (2017). Effects of transformational and shared leadership styles on employees’ perception of team effectiveness. *Social Behavior and Personality: An International Journal*, *45*(3), 377–386.

Cope, V., & Murray, M. (2017). Leadership styles in nursing. *Nursing Standard (2014+)*, *31*(43), 61.

Dans, M., & Lundmark, V. (2019). The effects of positive practice environments: Leadership must-knows. *Nursing Management*, *50*(10), 7–10.

Fischer, S. A. (2016). Transformational leadership in nursing: a concept analysis. *Journal of Advanced Nursing*, *72*(11), 2644–2653.

Sfantou, D. F., Laliotis, A., Patelarou, A. E., Sifaki-Pistolla, D., Matalliotakis, M., & Patelarou, E. (2017). Importance of leadership style towards quality of care measures in healthcare settings: a systematic review. *Healthcare*, *5*, 73. Multidisciplinary Digital Publishing Institute.