Leadership in Nursing

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**Introduction**

The Intensified change in the exploration of knowledge, education, and technology has increased the demand for commitment, interpersonal skills, technical competence and the fair use of resources. Leaders in the nursing are confronted with same challenges which they faced at various level of health care in disposing of their professional performance. The vital role of the nursing leaders is to get their work done from the subordinate staff with motivation through an innovative style of leadership and achieved their desired objectives accurately and effectively. These shared goals will provide the survival of an organization against the change that comes around. In this regard, the investigation of critical concepts and types of leadership like nursing leadership role in clinical practice, education, patient satisfaction and safety, and quality & cost are effective in resolving the nursing leadership challenges.

**Discussion**

**Transformational Leadership Style**

To achieve the objectives and goals unusually and effectively, the transformational leadership styles inspire the people and organizations to attain remarkable goals in the healthcare setting. Through the mobilization, a leader can encourage the workers that can get work done with high morale and raise the well-being of a group. For various types of business, nursing leaders show empathy to engage followers by willingness, confidence, and courage. Among the significant components, these types of leaders inspire work by following innovative experiences, like fitting better experience pattern and minimizing the variation of the organization. A step by step approach is generally applied for gradual and robust development. Bad systems are beaten by the right person who is the leader in transformational style. Creative and well-organized followers work with shared responsibilities for each member.

**Transformational Leadership Style and Clinical Practice**

There is a considerable amount of evidence which shows that transformational leadership impacts on the commitment and satisfaction of the organization (Khan et al., 2018). Those leaders who used the style in a clinical setting are regarded as change agents. Further, the contemporary clinical leadership ensures the high-quality health care system with efficient and safe care. It is one of the most effective leadership styles that are best related with the practice of nursing and being adept in recognizing the form which enables nurses to develop their skills to become better leaders and also helpful for those who faced significant challenges. Multiple approaches are adopted for resolution of problems and leader under this style know how to resolve the challenges that are most effective and transparent. Encountering complicated issues should not be considered or tackled as rush subjects by the nursing leader; instead, they should follow the transformational way to resolve the crises in a clinical context. Rewards and contingents should be for those who are serving excellently and progressively.

**Transformational Leadership Style and Technology**

Leadership is the way to implement ideas and concepts that are related to technology or any other innovative field. The exploration of new systems in the nursing practice required for the use of technology which has become a critical part of patient safety and their well-being. The ongoing challenges for patient safety are reduced by transformational nursing leaders who have implemented a variety of technological tools (Khan et al., 2018). There is no significant risk associated with the use of technology in patient setting, and it mainly focused upon the integration of technology for positive feedbacks. A complete electronic health record of patients and administration of medication is used to ensure safe practice through the element of technology. A leader has a significant influence by focusing on underlying errors, and they facilitated open communication. They also provide the dialogue for disclosure of error and resolving a problem through the existing error-prone processes (Khan et al., 2018). A team is well trained for innovative practices in solving problems and sometimes the lack of discovery for integrating technology lead to removal or reduction of the errors. However, these can be countered by influencing and creating safer systems. Goals are achieved via support and team leader by encouraging and training the other people for effective use of technology.

**Transformational Leadership Style and Nursing Education**

The education of nursing in the context of transformational leadership requires a trending style and competency which is embraced by a group of people in clinical and health care setting. Solidarity, teamwork, and education are the core principles that are often experienced by an administration, and it provides a guiding framework for nursing education. There would have been no leadership without professional and technical knowledge. This is an essential part of the leadership style which builds a culture of nursing education and could be significant for students, teachers, and academies. Nursing schools were facing failures and lack of performance and began to function like business and exchange of fail ideas which in turn lead to miscarried practices in their professional setting (Khan et al., 2018). The identification of educational needs and creating a vision to guide the change through inspiration can be done by training and enhancing abilities of personnel in nursing education. The research reflected the positive outcome in the shape of patient satisfaction and positive feedback.

**Transformational Leadership Style and Patient Safety**

Transformational leadership disseminates excellent services for the gratification of patient and healthy relationship between the nursing manager and clients. The questionnaire related to nursing leadership asks for demonstrating a positive contributor to a safe environment and reduce the negative impacts on the psyche of a patient (Lu et al., 2019). Under the transformational leadership, nurses need to change the environment and positioned positively for the day to day operations. The culture of blame is eliminated, and it is supported by stable socialization of a patient in an effective manner. Convincing nurses and followers to strive for high performance along with the reduction in adverse events are also applied. Nurses learn new knowledge and skills which are performed under the role of socialization. There is a blameless system works under which members of the team have learning opportunities, and it would not be their incompetence. Same is the case where increase workload which is managed by senior participants to decrease the medication errors. Nursing leaders must support and implement a transformational way to satisfy patient and diminish the negativity that hinders their performance.

**Healthcare Quality and Cost under Transformational Leadership Style**

Nursing leaders have brought revolutionary changes in healthcare quality and cost through the transformational measurement. These modifications directly impact on the units of nursing and client that are regularly associated with them. The employees are interested in applying the transformative methods to reduce the cost of medication, and other expenses bear by the patient. It is imperative that patient satisfaction rises with nursing staff and managers’ positive relationship. In other words, this can be seen as organizations under the trickle-down effects. The promotion of effective communication and positive attitudes should be encouraged as it will result in patient retention to the respective medical center (Lu et al., 2019). There are four types of qualities that are enhanced by leadership style for attaining proper results and standards set by health care experts. These include a pharmacist, physiotherapist, nurses, and physicians those seek to meet the employee need for self-actualization and self-esteem. Dozens of challenges can be countered through useful and economic driven qualities.

**Similarities and Differences in Authoritative and Transformational Leadership**

People and the nursing staff in the past believed that leaders are born not made. However the definition of leadership changes over time because of the transformation in education and innovation (Munshi et al., 2016). Certain are the similarities and differences which reflect that transformative leaders are better than authoritative bosses. Towards the achievement of goals and objectives, transformative leaders choose empowerment, inspiration, and motivation while authoritative choose to give directions and get the work done strictly. It is up to the situation and organizational setting that a style of leadership can be applied. The context is significant as in the case of nursing leaders, and health care responses to the customers there would be transformative leadership.

Authoritative style is not applicable in hospitals and in front of weak patients. One person decisions cannot be implemented over the entire groups of nurses and patients. By participating, encouraging and assimilating healthcare individuals, transformations can occur. A judgment or the directions of higher management by a single person will impact negatively and create a troublesome condition for the patients to get through the intervention. Nurse leadership inspiration, behavioral reinforcement, and high-quality care delivery can only be possible through transformation (Munshi et al., 2016). In the authentic style, there is no delivery of optimum care, motivation, inspiration and a sense of positivity. Leaders mostly not participate and help the group involved in health care.

**Nurse as a Leader in Transformational Style**

Importance of leadership is widely recognized in the post-modern era which played a crucial role in effective healthcare and nursing is the single most substantial discipline of health. The scholars and writers raise significant concerns and questions for an active organizational culture which is the outcome of a nurse as a leader (Spano et al., 2016). The absence of leadership allows for the death of hundreds of patients and other discrepancies which highlighted the crucial role of nurses. Worst failures and the organizational care was found for caring and strong leadership which can effectively overcome by lowering the staff turnovers. Any corporate culture is an implicit assumption which is perceived by managers positively and progressively.

Nursing leadership is different from other styles of leadership because it placed a greater emphasis on the nurses to deliver and improve the practice for those followers and clients who are helpless. A transformational style is excellent where students of nursing can also be the leaders of their patients. They select empowerment, inspiration, and motivation as a guiding force for getting the work done strictly. It is up to the situation and organizational setting that how nurses will perform in a better way. It is imperative to realize that there is a clear distinction in roles played by managers and leaders (Spano et al., 2016). Interpersonal skills and the positive relationship among workers of health care and nurses can contribute to progressive outcomes. A recent survey regarding emotional intelligence and its influences on the improved role of nursing leaders unfolded the realistic effects.

**Identification of Problems and their Resolution through Transformative Leadership**

Nurses are generally not considered as leaders and identifiers of the problems faced by patients. The Case of Ebonyi State in Nigeria provide that there was an inadequate system of health care and delivery of effective services for patients of cancer. Nurses’ rare involvement in policy formulation and decision making was alarming. It was because of the attribution and low status of education which is based on diploma awarding schools. A patient was distraught over the treatment they faced and complaint about the problem to administration. However the management after a thorough process of examination and considering elements of why the nurses are failing in delivering better services to cancer patients decided to act positively (White et al., 2016). They changed the model and went through the transition from Trait-based to the style of transformational leadership.

In 2013 the transition occurred where there was no voice for needs of a patient, nurses and their role as a leader in the care centers. As they implemented the change from diploma level education to postgraduate programs of nursing, their services were massively promoted. Scholars are of the view that these changes had a lasting impact on the health of cancer patients and their well-being. The management confronted a lot of challenges during the transition process, but they managed it successfully and achieved their desired gals accordingly. The reforms were brought in the profession which eventually resulted in the affirmative and progressive outcome. Same is the case with the United States where the stakeholders in the health care system were concerned about the well-being of the patient and satisfactory services for government employee working in various state organs.

There was no program for nurses along with the enactment of laws for provider practices, medical devices, and pharmaceuticals. The constant regulation and monitoring of the federal government provide 800 billion dollars to three health insurance program like the Children Health Insurance Program, Medicare and Medicaid (White et al., 2016). This was done in 2011 with the focused on encouraging nurses to play their useful role in serving the nation. Affordable Care Act responsively subsidized healthcare and strive nurses to play a leadership role in disseminating children health issues like their insurance for any loss or negative impacts of specific treatment. The regulation of health care services created a conflict among the providers of health care and reflected that nurses should be given a due role to deliver the patient with the good attention and low-cost structures of the payment.

The insurgency for children well-being and the influential role given to nurses help them resolving the common problems faced by children. Nurses tackled those children that are ill chronically with acute, preventive and positive healthcare initiatives. Children are unable to care for themselves, and their parents are expected the soft corner from nurses to fulfill the needs of kids (White et al., 2016). For a balancing family, there is dire need of professional practices of nurses who have also identify the current gaps in policy formulation and countered the needs of parents and kids effectively. Some financial practitioners are using fraud and abuse as the tool to control nurses' role were also restricted. In both of the cases, nurses have identified problems and demanded empowerment because without authority they cannot play a transformative role. The parental shadow system of care is depended on how much strength is given to nurses as a leader in the healthcare profession.

**Conclusion**

Concluding the discussion the survival of organization and thriving against the change that comes around is based on nurses. The examination of critical concepts and types of leadership, along with the role in clinical practice, education, patient satisfaction and safety, and quality & cost are useful in resolving the nursing leadership trials. It is high time to recognize their role for progressive and vibrant services. From board to ward it seems evident that the development of leadership skills in nurses should begin with training and protected by the concerned authorities. There must be a culture which allows for sustaining high-quality care at various stages and enable the staff to do their job effectively. A strong connection and collaboration can be accomplished regardless of the role of an individual within the system. The collective leadership can be established to ensure accountability. It will also help in shifting the mentality of people who considered a leader other than the profession of nursing. In the interests of the patients’ leadership role of nurses possessed significance and constructively working across the healthcare organization.

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