

Transformational Leadership in Nursing: Current Perspectives

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Abstract: *Today's nurses as a leader continuously face the challenge of meeting high expectations and adapting to change. Nursing leadership is one of the single most important factors in motivating and inspiring nurses to practice at the top of their licensure. As nurse leaders become increasingly aware of the correlation between a stronger team and stronger achievement in a patient quality & safety, understanding how to incorporate steps for strategic, long term success into day to day practice is a key. Transformational leadership, the preferred management style of management of hospitals, has been shown to transform entire teams to a higher level of practice. While nurses are generally understanding of health care industry's nature of change, they will be better prepared for success in their roles if leadership is able to implement change in a way that allows the unit/team to see the overall benefit of the change, in the least disruptive way possible, when we applies will be benefit to whole nursing profession. It encourages to nurses to give their best to profession, transformational leaders are silent in crowd, they involved in all work and doing a job and make a change.*

Keywords: Transformational Leadership, Nursing, Current perspectives

1. Significance

"Leadership is the capacity to translate vision into reality. "

Leadership is one of the quality among all even leadership is not about titles, positions, or work hours. It's all about relationship.

Nursing leadership is one of the single most important factors in motivating and inspiring nurses to practice at the top of their licensure. As nurse leaders become increasingly aware of the correlation between a stronger team and stronger achievement in a patient quality & safety, understanding how to incorporate steps for strategic, long term success into day to day practice is a key. A nurse leader will solve problem for issue related to bedside care, patient safety, budget constraints and staffing shortages. Being able to perform well under pressure and balance the myriad of daily challenges is no small endeavor for even the most experience nurse leader.

Today's nurses as a leader continuously face the challenge of meeting high expectations and adapting to change. Transformational leadership, the preferred management style of management of hospitals, has been shown to transform entire teams to a higher level of practice [1].

Now days, implementation of change as a nurse leader, hospitals and health system that understand the importance of nursing leadership in implementing change will be better equipped to make an impact on patient safety and quality initiatives. With the ever changing healthcare landscape, nurses are constantly met with new challenges, practices and opportunities. Having a strong leader in place to help navigate these changes can often make as break a nurse's decision to stay or leave an organization [2].

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change in a way that allows the unit/team to see the overall benefit of the change, in the least disruptive way possible, when we applies will be benefit to whole nursing profession. It encourages to nurses to give their best to profession, transformational leaders are silent in crowd, they involved in all work and doing a job and make a change.

Transformational leaders:

Transformational leader portrays trust worthiness and serves as an inspiration to others like our founder of nursing i. e. 'Florence Nightingale' and 'Kashibai Ganpat' in India. She was a first Indian nurse and fortunately Maharashtrian also, they entered in this profession and also develop it and make history. They possess an optimistic, positive and encouraging outlook.

Now days our nursing profession has developed so many opportunities. In past we called as 'trainers', 'Nursing training', but now there are graduates, masters, PhD holders, M. Phil and specialist also.

"Transformational leaders are belief makers who help people to believe in themselves. "

Transformational leaders are inspirational and can motivate employees to find better ways of achieving a goal. They are able to mobilize people into groups that can get work done, raising the well - being, morale and motivation level of a group through excellent rapport. These leaders also excel at conflict resolution. Transformational leaders specialize in working to change the system, solving challenges by finding experiences that show that old patterns do not fit or work, wanting to know what has to change.

There are various styles of leadership like autocratic, democratic, transformational, transactional, laissez - faire, but why the transformational leadership style is essential for profession [3].

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Transformational leaders keep themselves away from the followers and there are hardly any interactions or understanding. This leadership style includes four main components.

- a) Idealized influence: It is a process whereby the leader provides the followers with a vision and a sense of mission and gains respect, trust and confidence from them.
- b) Inspirational: Inspirational leaders engage in confidence building of their subordinates thereby influencing their ability to perform their assignment and task successfully.
- c) Intellectual stimulation: Leader increases follower's awareness of problems and issues. It involves a participatory process.
- d) Individualized considerations: It includes providing support encouragement and developmental experience for the individual members of team.

Transformational leadership style: Current perspectives

Transformational leadership style allows for recognition of needed change and is capable of guiding change by inspiring followers and creating a sense of commitment. Today's nurses work all over world; some are in government, some are in private or corporate and so on. The transformational qualities allow them to feel more comfortable and confident when engaging in the development of themselves and those around them.

Transformational leadership is a management style that motivates nurses to take ownership for their roles and perform beyond expectations. Instead of assigning tasks from top, means administrators [4].

Transformational leadership promotes a healthy environment for employees and staff, which will produce improved staff satisfaction, retention, and patient satisfaction.

In current perspectives, transformational leadership has so many pros which are good for nursing profession as follows:

- Excellent at communicating new ideas.
- Good at balancing short term vision and long term goals.
- Experience building strong coalitions and establishing mutual trust.
- Backed by integrity and high emotional intelligence.

Qualities of transformational leader in nursing should be like a model of integrity and fairness, sets clear goals, encourage others, should provides support and recognition, even gets people or coworkers, nurse to look beyond self interest, inspires other nurses.

Transformational leadership styles, develops and applies in nursing, so huge changes may seem like:

- Create an inspiring vision of the future.
- Motivate people to buy into and deliver the vision.
- Manage delivery of the vision.
- Build trust based relationships.
- Empower others, enabling them to achieve willingly.

The current perspectives of transformational leadership of nursing staff supervisors inculcate commitment amongst nurses; moreover psychological empowerment and psychological well - being were posted as multiple mediators. When nursing staff perceives their leader as transformational their psychological empowerment is enhanced and they have higher well - being, which in turn increases their commitment to their hospitals [5].

Nurses entering practice today must be prepared to meet that incorporates collegiality and teamwork at their core continually increasing demands for rapid cycle improve nursing can realize its potential only when linking elbows ment within a turbulent environment of shifting demograph with inter and intra professional colleagues to tackle the advancing technology and diminishing resources challenges of today's and tomorrow's health care environment. Health care always has been a team sport, yet current ments.

Building faculty team cultures that produce student's demands require unprecedented team building and negotiate with the necessary knowledge, skills and attitude to preparation skills for nurses to collaborate effectively with an inter them to be strong team players is key, embracing transformational professional team to meet these challenges [6].

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2. Conclusion

Beyond making decisions, the leaders have the responsibility to build an ethical climate. The transformational leaders should create an environment of ethics is to model ethical behavior. It requires a commitment to integrate personal, professional and organizational values throughout the work environment.

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