Transformational Leadership

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Introduction

Transformational Leadership in Nursing Education: Making the Case by Shelly Ann Fischer is an article published in the *Nursing Science Quarterly* and highlights how most organizations have opted to shift from traditional way of leadership such as authoritative style to more transitional one that allow career development such as transformational leadership (Fischer, 2017). This style is important in business as it promotes a high-performance and motivated workforce, and creates an environment where leaders and employees get to help each other grow in a moral and motivated way. In this regard, it is worth understanding how it can be embedded in the nursing profession.

Summary

The author confirms the fact that most organizations are trying to do away with authoritative way of leading, and adopting the transformational way. The nursing sector has not been left behind as established by the author. Based on the existing literature, this kind of leadership is likely to impact employees positively, promote teamwork among them and make them experience solidarity. As such, it is feasible for the administration and faculty to adopt and utilize it as a guiding model for those pursing nursing as their area of specialty. The researcher performed a quantitative analysis to come up with the findings that embedding the culture of teamwork among nursing students could impact them significantly while preparing them on how to coexist positively with their colleagues in the work environment. However, the research did not manage to develop and test the viability of applying transformational mode of leadership in the nursing education, thus, the need for more studies to curb this gap.

Application of transformational leadership in the nursing profession

Business organizations require a high-performing and motivated workforce to achieve its goals as aligned to the organization’s mission and vision, as well as its corporate culture. This can only be possible if organizational leaders have the capacity to inspire and motivate
employees to deliver their level best. This means, organizational leaders need to apply the transformation theory and adopt its leadership style (Liu, 2018). This form of management is applicable to any business, and at any organizational level, ranging from teams, departments, divisions, and to the whole organization. In the nursing profession, transformational leadership requires individuals bestowed with the responsibility to control others to be visionary, critical thinkers, daring, inspiring, and risk-takers.

Transformational leadership can be applied in an organization through ensuring that leaders become inspirational to their employees. That way, they will be in a positon to promote the organizational vision, mission, and ethical values among employees. Given the challenging working environment that the nursing profession bears, transformational leaders are necessary so that they can guide and motivate the junior staff or team members on how meaningful and purposeful they are, and remind them that the society relies on them for its well-being. In doing so, the organization will end up having an enthusiastic and optimistic workforce.

Transformational leaders have a common trait of intellectual stimulation. This is what the nursing profession needs to promote innovation and creativity among its workforce. In this regard, this form of leadership can be applied by encouraging the workforce to share ideas. Leaders should be advised to avoid public criticisms to employees by emphasizing on establishing the problem and finding solutions in the most appropriate way, rather than concentrating on blaming those found at fault (Vaismoradi, Griffiths, Turunen, & Jordan, 2016).

Transformation leadership can also be applied based on an idealized philosophy that these kind of leaders can influence employees through leading by example. As such, the organization can embed this style into its corporate culture by encouraging its leaders to be role models to the junior staff so that they can win the respect and trust of their juniors. The
organization needs to encourage its management team to influence employees so that they work collaboratively to achieve the set goals.

Another approach to embed this form of leadership into the nursing profession is by encouraging managers to be their mentors and always reward employees’ innovative and creative contributions. This means, workers will have to be treated based on their varied knowledge and talents, and be part of the decision making process in the organization.

**Opinion**

Transformational style of leadership is feasible to be applied in the nursing profession, given its suitability at all levels and areas, including education and in the healthcare. Besides, this form of leadership will promote a high-performance, innovative, creative, and motivated workforce. With such employees in an organization, it will be easier to create the work environment more conducive, given the openness and approachable nature of the management, and integrating employees’ views into the decisions made. Each person in the organization will grow through learning from one another, regardless of the position held by whoever will be instilling knowledge into the other.
References

