

transformation leadership

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Effective Leadership Skills in Nursing

Transformation Leadership in Nursing

Transformational leadership is a governance style whereby the leader motivates, inspire, and embolden employees to innovate and develop changes that assist in the development of the organization and shaping its future accomplishment (García-Morales et al., 2012). The leader is able to transform the employees by demonstrating a solid sense of independence in the workstation, workers' ownership as well as company culture. A transformational manager motivates and encourages the employees without micromanaging all the activities of the organization. The leader trusts the qualified and capable employees to take charge of decisions in their assigned duties. Transformation leadership provides the members of staff with a chance to be innovative, critical thinkers, and also to find a novel solution to problems the firm faces. Transformational leaders also inspire the employees in line for leadership to follow the same style of management through mentorship. In addition, a transformation leader is one who encourages the positive development of the workers, nurtures an ethical working environment with precise principles and values to be upheld. Additionally, the leaders offer mentorship and training as well as empowering employees to take authority of their tasks.

Transformational leadership encourages open communication, teamwork, and focuses on authenticity. According to García-Morales et al. (2012), transformational leaders inspires the employees to change the attitude of self-centeredness towards performing tasks for a common good the growth of the team and organization. The basic elements of transformational leadership involve idealized inspiration whereby the management act as a role model to the workforce. The second element is intellectual stimulation where the leaders challenge the employees into the identification of problems and being imaginative and all ideas are welcomed and appreciated.

Another feature is a personalized consideration in which the management seeks to advance the employees skills through training. Lastly, the fourth feature is inspirational motivation achieved through involving the followers in development of visions for the future of the organization.

Assessment of Leadership Readiness

Understanding that leadership is a combination of personality features, traits, involves having leadership skills, involves having certain relationships, and it is a process. Readiness to leadership is demonstrated by leading others by example in all aspects. Leading by example involves taking charge of the duties and the roles assigned by the organization. Additionally, taking charge involves perfectly executing of duties and within the specified time. Willingness for leadership can also be demonstrated by emphasizing and encouraging teamwork. Teamwork is necessary for every organization in order to realize its vision as people are working for a mutual good (Chuang, 2013). Leaders ensure the team formed remains strong and that no member loses track of the set goals and vision by personal interests. Moreover, a leader ensures that all the team members contribute equally in realizations of the team's goals. Therefore, by possessing these skills I have great potential of being a leader.

Leading by enabling communication shows the great potential of being a leader. Communication is one of my ultimate strengths. Open communication is significant for every organization. It ensures that no mixed signals are sent. According to Chuang (2013), being a leader also means one has to listen to ideas, points of view as well as grievances the people under his or her authority have. The probability for leadership can be evaluated by how well a person delegated and contributes to the progress of other individuals. I am great at assigning tasks to the team based on the members' skills and qualification as well as the identification of their strong points. Identifying the strengths of individuals and providing them with a chance to carry out

their task to their greatest capacity results delivery of quality services. Initiating development of team members means the leader is able to make a connection with the members, motivate them as well as initiate the growth of the team. As a result, I have a great potential of being a leader especially a transformation leader as I can create a relationship with team members and I have the capability to identify the team's need as well as assist the team in reaching its greatest potential.

Decision Making and Problem-Solving Style

The problem-solving style I find myself utilizing is the rational style. The style involves the use of logic and broad method of making a decision. It involves identification of the problem an all its possible causes, discovering various solutions and critically analyzing the solution. After assessing all the alternative solution, one solution that proved to be the best is chosen. Developing an implementation plan for the application of the solution. After application of the solution, monitoring has to take place to verify the problem has been resolved. My decision-making style is the reflective approach. Whereby the reflective decision takes a while before being made. According to Byrnes (2013), substantial information is acquired and various alternatives are evaluated, therefore, no rushed decisions are made. However, speeding up decision making is necessary to minimize the delay of implementing the choices made.

Communication Skills

Communication is an integral part of an organization. Effective communication is thus necessary for conveying the mission, strategies, and goals. The communication style obtained after the assessment is assertive communication which involves open communication. According to Unal (2012), assertive communicators are not overbearing and are capable of clearly

expressing their ideas, desires, and emotions and shows ownership of ideas. Assertive communication involves considering other people's ideas. Assertive communicator is able to maintain eye contact while verbally communicating with other people. Technical communication involves writing clear memos, reports using technology in a precise way that the nurses can comprehend the message being delivered. An assertive communicator can communicate through nonverbal cues such as facial expressions.

Conflict Resolution

The conflict resolution style observed after the evaluation is collaborating style. The style requires a person to be assertive and working together with team members to come up with a solution. According to Elena & Becerro (2012), all ideas are welcomed and evaluated and the best solution that wholly satisfies every member's concern is implemented. The collaborative style is contrary to avoid the conflict, where the conflicting sides are involved and negative emotions are reduced.

Strengths and Areas Requiring Adjustment

One area of strength is team building and cooperative skills. An effective leader is able to develop a conducive working condition for the team as well as motivating the members to work as one unit to achieve specific goals. Additionally, a good nurse leader should collaborate with the other members, and recognize the common purpose with other people. According to Thomas (2015), nurse leader should also recognize the abilities of the team members and provide opportunities for growth of the members through coaching and mentoring. Teamwork and cooperativeness will also require great skills in the management of conflicts among members and open communication. The second strength is communication skills. Communication is a central

aspect in nursing because information is transferred between healthcare staff, doctors and nurses. Therefore, it is important to communicate effectively the strategies in place in a clear and easily comprehensible manner. Effective communication assists in the resolution of conflicts. A nurse leader should demonstrate exceptional written and oral communication skills in the delivery of information and make sure the nurses comprehend the expectations.

An area that needs improvement is an adjustment to changes. The world is constantly changing and therefore, the healthcare is evolving. Numerous changes have been introduced to the healthcare section such as employee retention, technology, restructuring of organization and improvement of service quality which sometimes can overwhelm the medical staff (Thomas, 2015). These changes cause a sense of delight and stress among staff members. Therefore, quick and effective adjustment to the changes is important to improve the services rendered. The second section that needs adjustment is social awareness. Being a good nurse leader requires one to show empathy. However, being socially aware can be difficult as it involves caring about what other members are going through, understand their situations and react towards their needs. Hence, it requires attentive listening and responding in a manner that is not judgmental.

The plan of action to be taken to ensure effective adjustment to changes in the healthcare is an adjustment of attitude and being open to any changes as well as being aware change is inevitable. Therefore, familiarizing with the current changes and learning how they impact the overall performance of healthcare management (Chuang, 2013). The strategy to be used to handle this area is networking and training. Networking and training will assist in acquiring knowledge on the changes made, get ideas on how to adjust to the changes and maximize leadership capabilities. Training is important as it explains the changes that have been made and the reasons for the changes. In addition, an individual training offers an opportunity to try out

various approaches and mistakes done are corrected by the trainer and the reasons are given. The

trainer can also evaluate the progress made after training is completed.

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