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Transformational Leadership in Healthcare

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Editorial

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Editorial

Nurses are integral to the healthcare system. Nurse educators must adopt necessary measures to enhance nursing education systems and equip students for contemporary, complex healthcare environments. Transformative education (TE) is an advocated approach to enhance the quality of educational and health systems (1-4). TE is a methodology that asserts the transformation of the conventional notion of education, which primarily emphasizes the transmission of knowledge from the educator to the student (1, 2). Transformational leadership (TFL) is essential for TE. Leadership actions in educational processes influence the quality of teaching and learning, as well as educational results (2). Educational leaders possess significant influence over student learning outcomes and educational reforms.

Transformational leadership in healthcare fosters a supportive and empowering environment. A transformative leadership style in healthcare encourages teams to collaborate in providing outstanding patient care and outcomes.

Leadership theories originated with the Great Man Theory during the Industrial Revolution, emphasizing hierarchical, leader-centric decision-making that prioritized command-and-control, productivity, and a linear, mechanistic view of organizations.

Although TLF began in the political sphere, the word is applicable to any system or organization where a leader inspires and motivates personnel or followers to innovate and adopt constructive change.

Nurses in leadership positions must embrace a management approach that motivates, intellectually engages, and favorably impacts team members to enhance both staff and patient satisfaction (5, 6). Transformational nurse leaders cultivate a culture of respect and transparent collaboration. They engage in active listening, tackle both new and persistent issues, and adhere to the same standards they impose on others. An excellent nurse manager exemplifies leadership via actions while fostering robust communication and a collaborative work environment.

Characteristics of transformational nurse leaders encompass:

• Exemplifying leadership to foster a culture of excellence and perpetual enhancement.
• Engaging in ordinary work with creativity and a positive outlook instead of viewing them as just obligations.
• Delivering comments and guidance to assist team members in realizing their potential. Be mindful of their individual boundaries to prevent emotional fatigue.

Transformational healthcare executives consistently embrace innovative perspectives. They not only share their experiences and vision but also actively solicit feedback from their colleagues.

To enhance patient care, one must prioritize patients' values, needs, and preferences throughout therapy. The principles for enhancing patient care encompass collaboration with patients, improvement of patient access, and provision of emotional support.

Safety concerns in healthcare, including adverse events, pharmaceutical errors, falls, and surgical errors, are the primary sources of morbidity and mortality worldwide (2,4,7).

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Researchers are correlating negative patient safety outcomes with ineffective leadership, whereas relational leadership styles, such as Transformational Leadership (TFL), are consistently linked to diminished bad patient outcomes (2,7).

A notable proportion of studies indicated that TFL enhances quality patient outcomes and safety, either directly or indirectly. This was hypothesized to stem from TFL exerting a beneficial direct influence on the psychological work environment. Additional evidence directly associates TFL with improved patient outcomes, diminishing the likelihood of adverse events and enhancing the quality of care.

TFL is an essential enabler that can enhance job satisfaction in healthcare and mitigate bad outcomes. Evidence indicates that nursing managers with strong transformational leadership traits are likely to enhance nursing staff happiness and reduce the risk of burnout by fostering a supportive and inclusive work environment, either directly or indirectly.

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