Nurses and Nurse leaders must go through challenges every single day due to so many reasons, therefore strong leaders are needed to navigate the evolution of health care. They should be a role model and motivate nurses and establish a safe workplace that has a culture of high morale and job retention. Doing so Nurse leaders make a difference in workplace culture and drive positive changes in healthcare legislation. According to ANA, nurse leader is defined by their actions, and not always by a position of authority because per the Moore Foundation video, Cecelia K Wooden asserts that there are formal leader and informal leaders, formal ones are the one with the title, position, rank and they are also called positional power and the others are informal leaders, their willingness to help others, because of the vision that they see for the unit, they are part of the organization, they can be perceived as a leader and have a significant influence even though they don’t have a title or rank, they are called personal power.

 After reading the two articles, I found Transformational leadership style and a leader who believes in working culture can be great Nurse leaders who have the power to influence employees’ job satisfaction, job turnover, and health.

Transformational leaders are the type of leaders who listen to employees’ concerns and needs so they can provide adequate support. Their understanding is what works for one person may not work for another person, everyone is different, and the same thing motivates one person but not the other. Our manager falls under transformational leader because she pays attention to individual work and provides mentoring and coaching if needed, she is our role model, always encouraging us to be creative and approach problems in new ways. Transformational leadership is shown to have a positive impact on job satisfaction and well-being as well as the quality of care in the health sector. (Vidman & Strömberg, 2020)

A strong, positive, clearly defined, and well-communicated culture attracts talent that fits, drives retention, and impacts happiness. Great working culture focuses on values and beliefs.  Work culture could be described as a practice that manifests norms, shared values, and basic presumptions of all its components. Khaliq et al, indicate that styles of culture and leadership are vital forces at work that influences individuals. The leaders put the organization in the appropriate direction and set the organization's tone. Strong organizational cultures are a good source of motivation for the employees. I also believe that the key to success is motivation. Life success is determined by elevating or maximizing positive and productive intentions while minimizing counterproductive and destructive motivations. Motivation is a driving force that stimulates an individual to initiate and sustain productive behavior in an organization in a persistent manner. It is a desire that fuels an individual (Khaliq et al., 2021)

Our manager always praises her employees if they do well on the job. She even provides a gift hamper if it is exceptionally well. We have about 10 minutes of the huddle on our unit for each shift before we start our shift, and the charge Nurse conducts it in front of all the staff. Our huddle board has written shoutouts to the employees, for instance, if a new grad successfully handled his/her first intubation, if someone was a good team player during a busy shift, if someone came for an extra shift during a busy day/night or even if a new grad was successful on his/her first IV. All these will motivate an employee and encourage them to do more. we also have an employee of the month where an employee of the month will get a pin and certificate at the end. Our manager also tells us that nurses are leaders, and she listens to everyone's suggestions and takes them seriously. We also have a whiteboard in our restroom with questions such as what we can do to make the unit a better place to work, what can the management do for retention, what can the management do for the work-life balance of our employees, and many more. We have seen a lot of responses; the board usually fills up fast. Because of this, I think our manager is a transformational leader who motivates her employees, guides them to go one step further, and is always there when needed.

These skills of our manager have changed our unit in a very good way. Despite short staffing, we can function because of the teamwork and culture we have in our unit. There was one time we used to have a lot of falls on our unit and one of our nurses suggested doing a project on our unit on fall prevention. Because our manager is a transformational leader, she encouraged us to do more research and also paid us for doing the project, we as a team introduced a “no pass zone” in our unit, which means no one is allowed to pass the room where the call light is on, everyone including doctors, nurses, pharmacy, managers, housekeeping, everyone who works in the unit have to respond to the call bell and assist if they can, otherwise, they have to notify the assigned nurse and assure the patient that help is on the way, this way the patient won't try to get up and do things that he/she can’t do and then fall. We followed this for six months and the fall rate decreased drastically in our unit. Evidence-based decision-making was also used involving the integration of the best available research evidence, practitioner expertise, and the characteristics, needs, and preferences of the nurses (Duggan et al., 2015) for the project.

**References:**

Duggan, K., Aisaka, K., Tabak, R. G., Smith, C., Erwin, P., & Brownson, R. C. (2015). Implementing administrative evidence-based practices: Lessons from the field in six local health departments across the United States. [*BMC Health Services Research, 15*Links to an external site.Links to an external site.](https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-015-0891-3)(1). doi:10.1186/s12913-015-0891-3. Retrieved from

[https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-015-0891-3Links to an external site.](https://bmchealthservres.biomedcentral.com/articles/10.1186/s12913-015-0891-3)

Khaliq, M., Usman, A., & Ahmed, A. (2021). *Effect of Leadership Style on Working Culture and Employees Motivation*. Microsoft Support.

[https://support.microsoft.com/en-us/windows/download-files-from-the-web-abb92c09-af3a-bd99-d279-a89848b54b0bLinks to an external site.](https://support.microsoft.com/en-us/windows/download-files-from-the-web-abb92c09-af3a-bd99-d279-a89848b54b0b)

*Leadership in nursing: Qualities & why it matters*. ANA. (2023, February 23).

[https://www.nursingworld.org/practice-policy/nursing-excellence/leadership-in-nursing/Links to an external site.](https://www.nursingworld.org/practice-policy/nursing-excellence/leadership-in-nursing/)

Moore Foundation. (n.d.). [*Nurses share lessons in leadership*Links to an external site.Links to an external site.](https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP_jcWXZzU10H3AaX7). Retrieved from

[https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP\_jcWXZzU10H3AaX7Links to an external site.](https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP_jcWXZzU10H3AaX7)

Vidman, Å., & Strömberg, A. (2020, December 3). *Leadership for a healthy work environment - a question about who, what and how*. Leadership in health services (Bradford, England).

[https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8297597/Links to an external site.](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8297597/)

**Response1:**

Hello Lazara

Thank you for the informative post. I also agree with you that leader with high Emotional intelligence leads to improve output and morale as well as encourages new ideas and approaches. Emotionally intelligent leaders can move ahead with plans without taking things personally. They are not worried about the impact on their egos as Personal vendettas between employees and leaders are one of the common obstacles to productivity in many workplaces. Per Moore foundation, leaders need to be able to direct his/her highly skilled workers without telling them what to do and how to do and this can be done by leaders with high emotional intelligence. Along with other leadership qualities, the Leader in my organization poses this ability to direct us without telling us, and this strength of hers is making our unit a better place to work.

Leaders with low emotional intelligence tend to unravel in stressful situations because they fail to handle their own emotions, and this might manifest as verbal attacks on others and passive aggression. When a leader doesn’t have a handle on their own emotions and reacts inappropriately, most of their employees tend to feel nervous about contributing their ideas and suggestions, for fear of how the leader will respond.

**References:**

Moore Foundation. (n.d.). [*Nurses share lessons in leadership*Links to an external site.Links to an external site.](https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP_jcWXZzU10H3AaX7). Retrieved from

[https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP\_jcWXZzU10H3AaX7Links to an external site.](https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP_jcWXZzU10H3AaX7)

**Response2:**

Hello Zheman

Thank you for the great post. After reading the articles about different leadership qualities and styles, I also found Transformative leadership of great significance. Transformational leadership shifts the leadership role from more traditional, transactional, autocratic approaches to one based on motivation, inspiration, and collective change. I agree with you that they use charisma, personality, and compassion to engage others in realizing a shared vision and influencing others. Moore Foundation asserts that leaders, managers, and followers must work together for success and this falls under Transformative leadership. They are great at motivating as they motivate followers to commit themselves to organizational objectives and to realize performance outcomes, which exceed beyond expectations. (Steinmann et al., 2018)

Various methods are used by transformative leaders to inspire their staff to achieve this shared vision. First, they model the change they want to see. Second, they mentor and support others, encouraging and facilitating leadership development. and lastly, they hold themselves and others accountable to high standards, keeping everyone focused on the shared vision.

**References:**

Moore Foundation. (n.d.). [*Nurses share lessons in leadership*Links to an external site.Links to an external site.](https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP_jcWXZzU10H3AaX7). Retrieved from [https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP\_jcWXZzU10H3AaX7Links to an external site.](https://www.youtube.com/playlist?list=PLopRJPO6GaifsYPGP_jcWXZzU10H3AaX7) m

Steinmann, B., Klug, H. J. P., & Maier, G. W. (2018, November 29). *The path is the goal: How transformational leaders enhance followers’ job attitudes and proactive behavior*. Frontiers in psychology.

[https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6281759/Links to an external site.](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6281759/)

.