

Impact of nursing theory comment

[Health & Medicine](#), [Nursing](#)



Response to a post on impact of nursing theory The changing nature of nursing as a profession continues to present nursing leaders with complex situations. This calls for effective and appropriate application of nursing leadership theories to assist in solving such issues. The widely adopted leadership theories in solving complex situations in nursing workplaces are the transactional and transformational leadership theories (Rogolosi & Rigolosi, 2005). Transformational theory revolves around intellectual stimulation, inspiration, individualized consideration and idealized influence. The intellectual stimulation engrosses encouraging the nurses to be creative and explore new opportunities. The most critical elements of transformational theory are the individualized theory and motivation (Rogolosi & Rigolosi, 2005). The most significant element in the workplace is the care and concern afforded to the nurses by their nurse leaders (Rogolosi & Rigolosi, 2005). In this case, individualized consideration entails offering support and encouragement, which promotes interpersonal relations between the nurses and their leaders. This, as articulated, promotes openness between the leader and the nurses and offers an avenue through which they can share ideas and direct recognition. This creates a high sense of autonomy and satisfaction among the nurse workers. This, in turn, has effects on the delivery of care to the patients and the attainment of set goals by the organization (Rogolosi & Rigolosi, 2005).

The example outlined on how transformational model can best be used in an administrative setup portrays the two most significant aspects of the theory. This example demonstrates a nurse leader who inspires the rest of the nurses and offering support and encouragement, which promotes

interpersonal relations between the nurses and their leaders. By developing a focus group, the manager takes huge steps in creating interpersonal relationships and openness within the organization.

However, based on this paper, could you critically demonstrate how transformational leadership can be used to solve staff shortage issues in a nursing setting?

References

Rigolosi, E. L., & Rigolosi, E. L. (2005). Management and leadership in nursing and health care: An experiential approach. New York: Springer Pub.