

Leadership and performance development

[Technology](#), [Development](#)



Transformational leadership is particularly important in the health care industry in today's modern world because of past reputations. Some time ago the health care industry went through negative change. The health care industry was known as uncaring and cold toward patients. Transformational leadership style is known as a new effective model which was greatly needed to implement change in every aspect of the health industry.

This paper will provide further research information on how transformational leadership style implements new change to the health care industry effectively. Someone Who has a Successful Leadership Style A person who is responsible as transformational leader would be successful because the leadership transforms, inspires, and motivate followers. Transformational leadership emphasizes the importance of interpersonal relationships and how change can become effective within organizations and human services.

Transformational leaders focus on desires, values, goal, and emerging motives (Sullivan and Decker, 2009). This style of leadership goal is to generate employee's commitment to the vision or ideal rather than themselves as a leader. A successful leader enhances morale, motivation and performance through a various mechanisms, this includes connecting the follower's sense of identity and self to certain projects (Sullivan and Decker, 2009) Transformational leaders are positive role models for followers.

In addition leaders are sensitive to and understand the strengths and weakness of followers, this understanding helps leaders align followers with other task that can enhance their performance. (Sullivan and Decker, 2009). Through transformational leadership followers are encourage becoming

<https://assignbuster.com/leadership-and-performance-development/>

leaders and inspire followers to use his or her power to instill belief that he or she also has the ability to become leaders. Transformational leaders fall under contemporary theories.

In a health care setting transformational can be use coordinate efforts. Transformational leaders can be used effectively coworkers and nurses toward servicing patients. In addition there are many positive elements that transformational leadership can contribute to health care organizations (Cohen, 1999) For instance increased organizational performance and customer care can occur, increased employee commitment, closer management and employee relationship, reduce employee stress and increase patient satisfaction.

The concept of maintain success as a transformational leader is the high level of moral and motivation and through the strength of vision and personality transformational leaders are able to hold followers interest and encourage him or her to change expectations, and perceptions (Papatya and Dulupcu, 1997, 1999). Transformational leaders gain respect, trust, loyalty, and are admirations from their followers because of the quality of leadership, as a result followers are willing to work harder than originally expected.

Such outcome occurs because transformational leaders offer followers an inspiring mission and a vision which gives an identity. In addition the leader encourages followers to present new and unique ways to challenge the environment as well as further support success. Just another pathway to success (Papatya and Dulupcu, 1997, 1999) Why He/She is a Successful Leader Ms. Becton my aunty, who is currently the head nurse in the pediatrician unit at Mount Sinai Hospital in New York with more than 30

years of health care leadership experience plays a very important role in the area of transformational leadership.

Ms Becton projects a pleasant attitude and brings trust, honesty, respect for patients and also serve as role model to followers and patients, Ms Becton has created an idealized influence upon the followers/co-workers. Under the transformation leadership style Ms Becton makes use of strategies to make change that is simplified and effective, under the transformational leadership style of Ms. Becton the vision and quality care is maintained, of course this would not be possible without the charismatic attitude that creates a pleasant atmosphere and encourages followers to extend his or her services.

Patients are treated with a high value of professionalism. This level of leadership is extremely important to Ms Becton because not only does she deal directly with the lives of patients followers under her leadership also deal directly with patient lives. Ms. Becton implements every possible strategy to eliminate errors and failure.

As a result parents highly recommend others to the Mount Sinai Pediatrician Hospital and clinics. My Leadership Style Compared to Her Leadership Style Traits of That Successful Leader Which I Need To Develop The traits I would need to develop are motivating people in an inspiring manner, and the ability to communicate clearly and effective, because without communication transformation leadership would fail. The lack of encouragement change and development, understand how to implement and apply strategy and eliminate failure.

Develop a tolerance to deal with others, how to be flexible, apply strengths, develop strong interpersonal skills, apply listening skills, secure necessary trust, accomplishing goals and success. My Personal Strengths, From Which That Leader Could Benefit From The strengths I have are observation, listener, and making adjustment and assisting in area where needed. Conclusion Transformational leaders have an extremely significant role to play particularly in the health care industry.

This style of leadership covers all aspects of professionalism. Leaders and followers exercise every effort and enhance the vision and qualities of health care. In the meantime followers are encouraged and trained to become leaders to keep the vision alive and continue to meet goals and maintain success. Nowadays the health care industry is challenging due to overcrowded, however through transformational leadership health organizations are able to remain in operation.