

TRANSFORMATIONAL LEADERSHIP

MAKING DNP GRADUATES LEADERS IN HEALTH CARE

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HEALTH CARE TODAY

- Complex tangle of care – neither coordinated nor adaptive to patient needs
- Not able to focus on patient centeredness, quality or cost reduction
- IOM (2010) - In order to make the healthcare system more open, dynamic and flexible and able to meet the rapidly changing health care needs of the population a team approach with the patient at the center is needed

TRANSFORMATIONAL LEADERSHIP: A DIRECTION FOR THE DNP

- Principals – Inspiration, strength of vision, motivation groups of people to work toward common goals.
- Skills: inspiration influence and motivation, intellectual stimulation and individual consideration
- Riggio (2009) found that this type of leadership improves group outcomes and satisfaction
- Jacobs et al (2013) Found that transformational leaders have a higher level of well-being even when controlling for facts such as job strain, age and education.
- Transformation leadership has been shown to create shared vision among different groups and lead changes to make the vision a reality (Stone, Russell & Patterson, 2003)

ROLL OF TRANSFORMATIONAL LEADER

- Develop a concept or change plan
- Use vision, inspiration and motivation to “sell” the idea to the team
- Find a viable way to make the change
- Support the charge for change

WHAT IT ASKS OF THE DNP TRANSFORMATIONAL LEADER

- Strength of conviction that the patient should be at the center of care – Be passionate
- Wisdom about the evidence that supports change – Know the evidence
- Courage to speak truth to power and garner support for change
- Action – value drive and able to see the big picture
- Able to work with in a culture and see patterns that can drive relationship change – Understand where people are coming from
- Active listening skills – Repeat what the person says prior to making your own point so you are truly understanding each other
- Creating a culture of compromise and common sense – Allow everyone to get something that is important to them.
- Clear communication skills – No blaming, use I statements, be clear in what you say, propose change but then listen to others ideas

TRANSFORMATIONAL LEADERS LEARN MOTIVATION SKILLS

- Challenge the intellect of team members
- Shake off old habits by stimulating intellectual discussion concerning needed changes filled with evidence and knowledge
- Create benefits and rewards for – each team member, the team as a whole and the patient
- Applaud new ideas, new innovations and thinking in new ways

INDIVIDUAL CONSIDERATION

- Everyone at every level can provide ideas for improvement
- Create empowerment for all
- Create a spirit of collaboration
- Create trust
- Encourage and embrace team process

SURVEY: PLEASE TAKE A FEW MINUTES AND ANSWER THESE QUESTIONS

1. Do you feel that you are a leader in the field of health care?
2. What is your most difficult challenge in becoming a transformational leader where you work now?
3. When you have an idea for change to make things better – what barriers do you face?
4. What aspects of transformational leadership do you feel you possess right now?
5. What aspects and concepts of transformation leadership would you like to learn more about

