

Leadership Theories in Practice

Student's Name

Institutional Affiliation

### 3-1 Discussion: Leadership Theories in Practice

In reviewing leadership theories and behaviors for the NURS 6053 Module Three Discussion, it is essential to understand the foundational concepts such as emotional intelligence and transformational leadership. These theories form the bedrock of effective leadership in healthcare, promoting a positive and productive work environment.

#### **Reviewing Leadership Theories and Behaviors**

As described in the module readings, emotional intelligence involves the ability to perceive, understand, and manage emotions in oneself and others. On the other hand, transformational leadership focuses on inspiring and motivating followers to achieve higher performance levels by fostering an inclusive and engaging work culture.

#### **Identifying Scholarly Resources**

To further evaluate these leadership behaviors, I reviewed the following scholarly resources:

- van Diggele et al. (2020) discuss the importance of emotional intelligence in nursing leadership and its impact on job satisfaction and team performance.
- Benmira & Agboola (2021) explore how transformational leadership behaviors influence team dynamics and patient outcomes in healthcare settings.
- Tortorella et al., (2020) analyze the role of leadership behaviors in fostering healthy work environments in nursing and healthcare organizations.
- Kelly & Hearld (2020) examine the impact of leadership on employee engagement and organizational commitment.

#### **Posting Key Insights and Describing Leadership Behaviors in Practice**

Two key insights from the reviewed resources are:

Emotional intelligence is crucial for effective leadership in nursing. It helps leaders manage stress, resolve conflicts, and build strong team relationships.

Transformational leadership behaviors, such as encouraging intellectual stimulation and individualized consideration, are vital for fostering a positive and innovative work environment.

A real-life example of these behaviors in practice is observed in a nurse manager who implemented regular team-building exercises and open communication channels to enhance team cohesion and job satisfaction. This leader's approach significantly reduced staff turnover and improved patient care quality.

### **Explaining Effectiveness and Impact**

The effectiveness of these leadership behaviors was evident in the improved morale and performance of the nursing team. The nurse manager's emotional intelligence allowed her to effectively understand and address team members' concerns. At the same time, her transformational leadership inspired the team to adopt innovative practices and continuously improve patient care. The impact on the workplace was substantial, leading to a more supportive and dynamic work environment.

### **Conclusion**

In conclusion, integrating emotional intelligence and transformational leadership behaviors is essential for creating healthy work environments in healthcare. These leadership styles enhance team performance and job satisfaction and improve patient care outcomes. By reflecting on these theories and their practical applications, we can better understand effective leadership in nursing and healthcare settings.



## References

- Benmira, S., & Agboola, M. (2021). Evolution of leadership theory. *BMJ Leader*, 5(1).  
<https://doi.org/10.1136/leader-2020-000296>
- Kelly, R. J., & Hearld, L. R. (2020). Burnout and Leadership Style in Behavioral Health Care: A Literature Review. *The Journal of Behavioral Health Services & Research*, 47(4), 581–600. <https://doi.org/10.1007/s11414-019-09679-z>
- Tortorella, G., van Dun, D. H., & de Almeida, A. G. (2020). Leadership behaviors during lean healthcare implementation: A review and longitudinal study. *Journal of Manufacturing Technology Management*, 31(1), 193–215. <https://doi.org/10.1108/JMTM-02-2019-0070>
- van Diggele, C., Burgess, A., Roberts, C., & Mellis, C. (2020). Leadership in healthcare education. *BMC Medical Education*, 20(2), 456.  
<https://doi.org/10.1186/s12909-020-02288-x>