Assessment 1: Leadership Styles Application

Student Name

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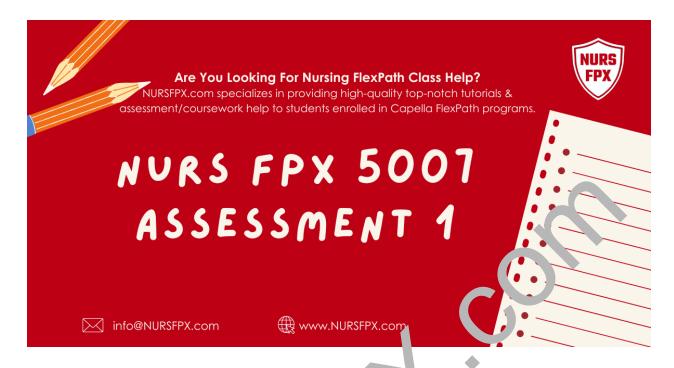
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Leadership in healthcare plays a critical role in improving called a capacity and influencing patient outcomes. Effective healthcare leaders manage work lows, insure staff satisfaction, promote communication, and achieve positive clinical insults in file shaping organizational culture. Reassigning staff to leadership roles is often new sary to maintain a productive and safe workplace. Healthcare leaders must process okills in decision-making and anticipate challenges to make informed decisions.

Illustrative Case Study

Consider Marty, an experienced African American healthcare professional specializing in rehabilitation care at a university healthcare facility. Marty independently manages patients across multiply hospitals and has office experience spanning over two years. Marty's responsibly less in rease a three years ago when she began caring for her mother with dementia, leading to tarc ness and early departures, causing frustration among colleagues. Despite reporting a control of disorder, Marty refuses to use a CPAP machine. Colleagues and clinical staff have expressed concerns to her supervisor, recommending hiring additional nurses due to Marty's inactify to fulfill her duties. Although Marty is on Family and Medical Leave Act (FMLA) leave, her supervisor has not addressed the issues.

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Relevant Leadership Styles and Practices

Three key leadership styles applicable to this scenario are democratic, transactional, and transformational. Transformational leadership inspires change, builds trust, promotes innovation, and empowers team members, enhancing performance, motivation, and reducing work-related fatigue. Transactional leadership focuses on daily tasks, emphasizing short-term goals, rewards, recognition, and necessary interventions. Combining this style with transformational leadership can yield better outcomes. Democratic leadership involves inclusive decision-making and values employee input, fostering teamwork and empowering employees in policy development and implementation.

Applicable Leadership Style in the Case Study

In Marty's situation, a transformational leadership style is most suitable for ler supervisor and colleagues. Despite Marty's FMLA status, implementing transformational leadership can bring attention to the issues and motivate the team to address underlying problems contributing to a negative work environment. This approach fosters a positive way lace culture where employee concerns and suggestions are valued, mitigating leedings of neglect and potential conflicts. While initially challenging due to delayed action on Marty's behavior, introducing a reward system with clear objectives can shift offications.

Positive and Negative Implication.

Implementing this leasershir approach offers advantages such as recognizing and rewarding employees, fosterica and inthy work culture, and enhancing staff knowledge and experience. However, monitoring patental occupational stress from transactional leadership, where employees not have the pressured to consistently exceed expectations for rewards, is crucial. Marty may not repond positively to this style, leading to continued dissatisfaction among colleagues.

Democratic leadership is also suitable as it allows employees to contribute to decisions, addressing concerns about Marty's work attitude and punctuality. Marty may regain engagement by participating in decision-making processes and restoring a sense of purpose.

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