

Assessment 1: Leadership Styles Application

Student Name

Capella University

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Leadership in healthcare plays a critical role in improving care quality and influencing patient outcomes. Effective healthcare leaders manage workflows, ensure staff satisfaction, promote communication, and achieve positive clinical results while shaping organizational culture. Reassigning staff to leadership roles is often necessary to maintain a productive and safe workplace. Healthcare leaders must possess skills 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 multiple hospitals and has office experience spanning over two years. Marty's responsibilities increased three years ago when she began caring for her mother with dementia, leading to tardiness and early departures, causing frustration among colleagues. Despite reporting a sleeping 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 inability 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 her 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 workplace culture where employee concerns and suggestions are valued, mitigating feelings 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 office dynamics, enhance performance, and encourage Marty to adhere to her schedule, reducing absence.

Positive and Negative Implications

Implementing this leadership approach offers advantages such as recognizing and rewarding employees, fostering a healthy work culture, and enhancing staff knowledge and experience. However, monitoring potential occupational stress from transactional leadership, where employees might feel pressured to consistently exceed expectations for rewards, is crucial. Marty may not respond 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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