

Academic Essay

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Introduction:

In this essay, Leadership will be defined and analyzed. Also, a detailed leader profile from my workplace will be developed and described using transformational theory, as it appears this is the most adequate theory to describes the performance, effectiveness and styles used by the leader to achieve the objectives and goals in my workplace. Moreover, the nature of the leader's role and achievement utilizing the theory will be analyzed. In addition, transformational theory will be defined and analyzed based on different explanations.

You might wish to include the title of your essay at the top. 'Academic Essay' is not a title. [1EE]Comment
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Leadership:

Leadership is one of the most essential criteria of the nurse manager. It is the process of interaction between the leader and the other staff, influencing them toward the workplace goals achievement (Yukl, 1998). Also, Leadership is the ability to provide direction toward preferred future inspires aspirations and aligns the followers toward goals achievement (Kelly-Heidenthal, 2004). Moreover, Leadership is viewed as a dynamic interactive process that involves various dimensions, including planning, organizing, directing and controlling. Furthermore, The activities of an organized group can be influenced by a process in which the efforts to achieve the goals and tasks are managed by that process which is leadership (Roussel, Russell & Swansburg, 2006). Also, Leadership is also defined as inducing individuals or a group to take an action in accordance of with the purpose of the leader. Moreover, Roussel, Russell & Swansburg (2006) rightly correctly pointed out that leadership can be explained as a group of individuals who have been inspired by a person to work all together toward achieving common goals and missions using appropriate means. A crowd can be transformed into a As well as functioning and useful organization, can be transformed from a crowd, and this is a vital component of the leadership. Leadership can be formal or informal. As Sullivan & Decker (2004) pointed out explain, it can be formal when a nurse manager demonstrates the power and the authority within a framework of legal approval by the organization. Leadership can be informal when utilized by a staff member who that does

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not have effective leadership skills, ideas and roles to promote the performance of the work outcomes.

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Leader's Profile

Mrs. Zahra is a nursing officer who has been working since 1996 as in charge of the department in the Armed Forces Hospital, Sultanate of Oman. She is known to everybody in the department and all around the hospital as a friendly person; who is intelligent, hard working, motivator motivational, a good communicator with the staff and a person with a strong personality that inspires others to follow her. In addition, Mrs. Zahra has problem solving skills and very wide extensive experience and knowledge in her speciality as well as in leadership and management. Furthermore, she is a member of the Quality Assurance and Staff Development Committees. As she is in charge of the operating theatres department, she manages the planning and coordination of the operating rooms scheduling system is managed by her. Moreover, she adjusts the staffing assignments of nursing and ancillary personnel to provide adequate rooms coverage. In addition, Motivation, direction, controlling and evaluation of the staff performance is one are some of the leader's responsibilities.

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Transformational Leadership

Transformational theory is the most appropriate theory to describes my leader's role, nature and achievements. Transformational leadership focuses on how the followers can be motivated, guided, and directed and to achieving the goals of the work by the leaders (Sullivan & Decker, 2005). Furthermore, Sullivan & Decker (2005) pointed out emphasise that generating employees' commitment to the vision than themselves is the goal of the transformational leadership. According to Kelly-Heidenthal (2004), "Transformational leadership is based on the idea of empowering others to engage in pursuing a collective purpose by working together to achieve a vision of a preferred future". The work of Rousseau, Russell & Swansburg (2006) reveals that there are four components for of effective and dynamic transformational leadership: which are: Management of trust, attention,

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self and meaning. In management of trust and reliability, ~~D~~ecisions based on fairness, honesty and ~~equity which have been made by the transformational leader~~ equity that have been made by the transformational leaders will be respected, followed and executed by the nurses. ~~A~~ ~~T~~ransformational leader's judgment is usually consistent and ~~makes sound~~. Having vision, goals or a sense of outcomes will lead to achieving the management of attention. Any health care organization will be defined by how it is servicing the society-community and where it is ~~been~~ headed in order to achieve ~~it by their~~ vision statement. Vision means the credible, attractive and realistic future stated for the organization. Knowing the skills of the staff ~~skills~~ and how to utilize them effectively is defining the meaning of self. Leaders are developing their leadership skills through continuing their education in ~~the~~ leadership and management skills so that ~~all~~ the burnout and stress facing them ~~in such situations~~ will be reduced and controlled. In management of meaning, ~~l~~eaders must inspire commitment ~~to in the~~ staff by communicating their vision and creating a standardized culture among the staff by using a group discussions, meetings, agreements and consensus building in which individual innovation and creativity are well supported. The goals and objectives which that are consistent with the vision ~~are~~ must be related with the rewards and appraisals for the staff. Moreover, ~~Roussel-L & and Russell-C~~ (2009) have made clear that in transformational leadership, the achievement of work for the goals ~~achievement~~ that benefits the organization and the personnel themselves is ~~done achieved~~ by empowering the personnel to have a vision about the organization and to trust the leaders.

Transformational leadership can be practiced more in hospitals and emergency ~~rooms~~ rooms, as they are unstable and rapidly changing environments. Therefore, leaders in this atmosphere will acknowledge uncertainty, be flexible, motivate ~~motivator~~, and consider the employees' values and needs (Roussel-L & Russell-C, 2009). ~~In~~ transformational leadership, leaders are empowering and motivating the staff by involving them in decision-making ~~decision-making~~ and power which inspires them to be a part of the vision and makes ~~ing~~ them feeling that they are part of the team contributing to the success of the organization. ~~Also,~~ ~~l~~eaders inspire the staff by rewarding them for the quality and excellence of the work carried out. As a result, leaders will have staff with who demonstrate high quality performance, commitment and job satisfaction (Roussel-L & Russell-C, 2009). Kelly-Heidenthal (2004) has pointed out that the empowerment and inspiration the staff lead inspiration of the staff leads to high performance and commitment to the organization through a good relationship between the leaders and the staff. In general, there are certain common characteristics that ~~the~~ transformational leaders should have. These are

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~~which are:~~ the ability to ~~instill~~instil a sense of capability in staff; ~~the ability to~~ offer vision; ~~the ability to~~ inspire trust; ~~the ability to~~ perform all ~~the~~ tasks on time; ~~a willingness to~~ take risks; ~~the ability to~~ manage and ~~taking an~~ action appropriately during times of crises; and ~~to have~~ effective communication ~~effectively~~ion skills.

In the context of a transformational leadership ~~frame work~~framework, Mrs. Zahra treats all staff in a friendly way, equally and with perfect communication skills acceptable to all of them. ~~€~~This ~~will~~ leads to building a trusting relationship between her and the staff. ~~Also~~In addition, ~~the~~ leader ~~is~~ involves all the staff in the organisation's ~~work~~ vision and treats each staff member as a part of it. As a result, ~~the self-confidence~~self-confidence of the staff is gained and restored. The ~~H~~leader is concerned about the values and needs of her staff as she ~~is~~ held-holds individual meetings with each staff member in her office, asking each one of them about their feelings, needs and problems and ~~trying-tries~~ hardly to ~~maintain and achieving~~address them. Furthermore, she ~~is~~ shares a ~~lot of many~~ responsibilities and power with the ~~staff~~staff; ~~therefore, in which each the~~ staff ~~will~~ feel responsible to work harder and more effectively. This ~~will~~ causes all staff to be more motivated and working ~~hardly~~ to accomplish the goals and tasks of the organization. The ~~H~~leader held-holds general meetings with all staff frequently sharing with them ~~decision-making~~decision-making, work strategies and any other new ideas from the staff. ~~As a consequence~~Consequently, all staff ~~will be~~ inspired being-to be a part of the team, working ~~hardly~~ and effectively for the vision of the organization.

~~Also~~The leader inspires the staff by being a model of a hard worker, responsible and motivatormotivational person. In doing so, ~~in which she will~~ motivates and stimulates staff performance and commitment to achieve the goals of the organization. As Mrs. Zahra is a ~~trustable~~ trustworthy and reliable leader, ~~a~~ All staff ~~is~~ following her decisions in-with a sense that she is doing the best for the achievement of the organization's tasks. She directs, guides and controls all operating theatres scheduling systems. She ~~d~~Delegates and allocates staff to fulfillfulfil various functions as a motivation process, which increases the trusting relationship between her and the staff. This ~~will~~ leads to increased staff commitment, ~~performance in work~~ goals' achievement and job satisfaction. The ~~H~~leader develops staff knowledge and experience in collaboration with the staff development department by attaching involving them in ongoing job training programs ~~teaches~~ in the Armed Forces Hospital or by sending them for short courses in Oman or nearby countries. Thus, staff will be more knowledgeable, educated, and more

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capable to carry out the work and tasks effectively and on time. As an example of the leader's motivation of the staff, she has assigned a monthly reward for one of the staff members who will work ss hard and effectively with high performance. This will leads to creates a competition amongst the staff to work harder with a high level of performance and commitment to achieve the goals and tasks of the organiszation. Moreover, this process explains demonstrates the meaning of inspiration skills and how to motivate the staff positively within the organiszation. After all, the organiszation's performance and productivity in general will be increased and delivered with high quality standards.

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Conclusion

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In conclusion, tl leadership is one of the most essential important criteria skills in the nurse managers. It is a process of interaction between the leader and the staff, influencing them positively toward achieving the goals and tasks of the organiszation. Transformational leadership is very effective and is commonly used in hospitals more common. It is based on ideas of empowering, inspiring and motivating the staff toward working together to achieve the organiszation's goals and vision. A t Transformational leaders who acts as a role model can influence the staff and making them accountable for their own practice, work achievement and staff development (McNaron M, 2009, Ppp. 589-560). Moreover, high levels of competency can be gained by using the transformational leadership skills and the quality of patient care outcomes will be improved as a result.

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Staff development, commitment and job satisfaction can be obtained improved by using transformational leadership skills. These which are: motivation, inspiration, empowerment, building a trusting relationship between the leader and the staff, sharing power and decision making decision-making, and rewarding staff for quality and excellence of job achievement.

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My leader's profile has been developed discussed in details. As well as her nature, goals and achievements, using transformational leadership theory has been recogniszed with a lot of many similarities between them. She applied the transformational leadership skills very effectively and

utilized them toward the improvement of staff ~~improvement~~ and the organization's productivity in general. I enjoyed working in the operating theatres department with Mrs. Zahra's leadership and I hope that I will continue working with her for many ~~years to come~~ years. ~~Also,~~ I wish the best for my leader and for her to continue in her current ~~to carry her~~ leadership style ~~for all~~.

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