

## Week 6 Discussion

### Effective Leadership Styles

- 1. Provide examples of how you, as a transformational leader within an interprofessional team, would address the practice problem.**
- 2. Provide examples of how you, as a transactional leader within an interprofessional team, would address the practice problem.**
- 3. Which leadership style would be most effective in addressing this problem? Explain why.**

**1.** The elements of a transformational leader are to influence, inspire, motivate, provide intellectual stimulation, and individualized consideration (Collins et al., 2020). It encourages employees to take ownership of their roles and perform beyond expectations. Utilizing the CARE Plan method can lead to impressive results as a transformational leader within an interprofessional team.

(C) Communicate: I can communicate openly and transparently with the team members. Engaging in dialogue and being an active listener is essential. I can organize a meeting to discuss the problem and be an encourager to everyone so they can share their thoughts and concerns.

(A) Align: It is essential to align the values and goals of the interprofessional team so that all issues with the practice problem are addressed accordingly. This involves sharing a vision, establishing common objectives, and emphasizing collaboration and mutual respect amongst the care team. I will initiate a discussion to identify the common goal related to the problem and encourage cooperation between team members.

(R) Reinforce: As a transformational leader, I can provide support and recognize team members to motivate them. This might involve providing resources and training as needed and creating a positive work environment. I would recognize each team member publicly for their efforts and achievements.

(E) Evaluate: I would use the performance metrics and key performance indicators to evaluate the team's progress. This will include data analysis, reviewing the performance of team members, and comparing the results with predetermined targets. The goal is to set measurable targets and ensure each team member is on track. Based on the findings, I will initiate interventions to improve the team's performance.

**2.** Transactional leadership remains valid as an approach to meeting short-term goals and completing tasks. However, it should be combined with other leadership styles to maximize its effectiveness in healthcare settings (Richards, 2020). While transactional leadership seeks to punish and reward, transformational nurseleadership aims to inspire and motivate. As a transactional leader within the interprofessional team, the practice problem must be addressed differently because it focuses more on concise structures, rewards, and consequences. Example of how I would initiate this leadership style: