

Nursing Leadership Role in Healthcare Transformation – A Critical Overview

Dr Ibrahim. Ali Al-Naemi^{1*}

¹Training and Sholarship Administration, Jazan Health Affairs, Ministry of Health, Kingdom of Saudi Arabia

DOI: [10.36348/sjnhc.2023.v06i09.004](https://doi.org/10.36348/sjnhc.2023.v06i09.004)

| Received: 11.07.2023 | Accepted: 17.08.2023 | Published: 25.09.2023

*Corresponding author: Dr Ibrahim. Ali Al-Naemi

Training and Sholarship Administration, Jazan Health Affairs, Ministry of Health, Kingdom of Saudi Arabia

Abstract

Nursing leaders play a critical role in guiding and directing nursing staff to guarantee high-quality healthcare delivery. The impact of nursing leadership on patient outcomes, quality of care, patient safety, collaboration with other healthcare professionals, and professional growth and mentoring is critically examined in this manuscript. The analysis highlights that nursing leadership had a significant impact on patient outcomes by encouraging evidence-based practices and increasing nursing staff engagement and job satisfaction. Furthermore, nursing leaders that prioritize patient satisfaction and hospital readmissions. Nursing leaders develop a culture of safety, enforce adherence to safety regulations, and support continual progress in terms of patient safety. Collaboration with other healthcare professionals is essential for nursing leaders to improve healthcare delivery, care coordination, and patient outcomes. Nursing leaders are also responsible for offering professional development opportunities and mentoring to nursing personnel, which improves staff engagement and retention. Regardless of the beneficial impact, nursing leaders confront problems such as insufficient personnel, restricted resources, and insufficient support from organizational leaders. It is the role of the leadership to mitigate risks and opportunities for safe patient care.

Keywords: nursing staff, healthcare delivery, job satisfaction.

Copyright © 2023 The Author(s): This is an open-access article distributed under the terms of the Creative Commons Attribution 4.0 International License (CC BY-NC 4.0) which permits unrestricted use, distribution, and reproduction in any medium for non-commercial use provided the original author and source are credited.

INTRODUCTION

Nursing leaders play a crucial role in driving healthcare transformation to meet patients' changing needs and the complicated healthcare landscape (American Nurses Association, 2019). Nurses are critical frontline healthcare providers in providing high-quality care, and nursing leaders are critical in guiding and empowering nursing staff to achieve optimal patient outcomes (Cummings *et al.*, 2018). This manuscript investigates nursing leaders' multidimensional role in healthcare transformation, focusing on their impact on patient outcomes, quality improvement, interprofessional collaboration, and professional growth. Nursing leadership has a large impact on patient outcomes. Transformational leadership behaviors, such as encouraging the implementation of evidence-based practices and improve nursing staff engagement by fostering a supportive and empowering atmosphere, have been linked to better patient outcomes, including lower death rates and higher patient satisfaction (Cummings *et al.*, 2018; Wong *et al.*, 2018).

Additionally, nursing leaders are critical in driving quality improvement activities inside healthcare institutions. They are responsible for ensuring that nursing personnel adhere to set quality standards, monitoring patient care outcomes, and driving continuous improvement efforts (Wong *et al.*, 2018). Nursing leaders contribute to the delivery of safe and high-quality care by promoting a culture of excellence and accountability (Yoder-Wise *et al.*, 2019). Nursing leaders must collaborate with other healthcare professionals to enhance care integration and achieve optimal patient outcomes. Interprofessional collaboration improves communication, coordination, and continuity of treatment, which leads to higher patient satisfaction and better healthcare outcomes (Cummings *et al.*, 2018). They must act as facilitators, bringing together varied healthcare professionals to collaborate on common goals.

Furthermore, nursing leaders are accountable for the professional growth of nursing personnel as well as the development of future leaders. They offer mentoring, coaching, and educational opportunities to help nurses advance in their careers and contribute to the

growth and retention of a trained nursing workforce by investing in professional development (Yoder-Wise *et al.*, 2019). In this manuscript, the role of nurse leadership in healthcare reform, assess its impact, and address future challenges and prospects for nursing leadership will be evaluated.

Impact on Patient Outcomes:

Nursing leadership is important in improving patient outcomes because it provides direction and advice to nursing staff. Nursing leaders make certain that nursing procedures are evidence-based and that nursing personnel is capable of providing high-quality care. They also provide feedback to nursing personnel, which aids in the identification of areas for improvement and the promotion of continual learning. Transformational leadership, which entails inspiring and motivating nursing personnel, has the potential to improve patient outcomes by increasing nursing staff engagement and job satisfaction. According to Cummings *et al.*, (2018), transformative leadership has the potential to drastically enhance patient outcomes.

However, the impact of nurse leadership on patient outcomes may change depending on the healthcare situation. Wong *et al.*, (2018) discovered, for example, that the association between nursing leadership and patient outcomes was poorer in long-term care than in acute care settings. This implies that nursing leaders may confront distinct obstacles in various healthcare settings, and their impact on patient outcomes may fluctuate depending on the context.

Impact on Quality of Care:

Nursing leaders are accountable for ensuring that nursing personnel offer patients with high-quality care. This includes ensuring that nursing staff are competent in their tasks and have access to the resources and training they require. Nursing leaders also keep an eye on nursing practices to make sure they are evidence-based and promote patient-centered care. Focused leadership, which prioritizes care quality, can greatly improve patient outcomes and lower healthcare expenditures. According to Wong *et al.*, (2018), nurse leaders who prioritize patient outcomes, such as reduced hospital readmissions and shorter hospital stays, can dramatically enhance patient outcomes.

However, the impact of nursing leadership on healthcare quality may be modified by factors such as staffing levels, resource availability, and organizational culture. According to Kieft *et al.*, (2014), nursing leaders encounter major problems in maintaining high-quality care in long-term care facilities, such as insufficient staffing and a lack of resources. These difficulties underline the importance of nursing leaders collaborating with other healthcare professionals and stakeholders to address system-level issues that affect care quality.

Impact on Patient Safety:

Patient safety is an important aspect of healthcare delivery. Nursing leaders play a critical role in enhancing patient safety by fostering a safe culture. This includes ensuring that nursing personnel is taught in safety procedures and understands the significance of reporting safety events. Nursing leaders are also responsible for ensuring that nursing personnel adhere to established safety practices and that safety rules and procedures are reviewed and updated on a regular basis. Nursing leaders who focus patient safety can minimize adverse occurrences and improve patient outcomes dramatically. According to Yoder-Wise *et al.*, (2019), nurse leaders that prioritize patient safety can dramatically improve patient outcomes such as fewer falls and medication errors.

However, protecting patient safety is not always easy, and nursing executives may confront difficulties in fostering a safety culture inside their businesses. According to Vogus and Sutcliffe (2017), developing a safety culture demands not only leadership commitment but also a desire to learn from safety accidents and continuously improve safety measures. This implies that nursing leaders must be proactive in detecting and addressing safety hazards, as well as cultivating a culture of learning and improvement.

Collaboration with Other Healthcare Professionals:

Nursing leaders are essential in working with other healthcare professionals to improve healthcare delivery. Working with physicians, pharmacists, and other healthcare professionals to design and implement evidence-based procedures is part of this role. Nursing leaders also work with other healthcare providers to improve communication and care coordination. Collaboration with other healthcare professionals' aids in the improvement of patient outcomes and the quality of care. Collaboration among nursing leaders and other healthcare professionals can greatly improve patient outcomes and care quality. According to Cummings *et al.*, (2018), nursing leaders who work with other healthcare professionals can dramatically enhance patient outcomes such as hospital readmissions and patient satisfaction.

Collaboration with other healthcare professionals, on the other hand, may be difficult because healthcare delivery involves various stakeholders with differing viewpoints and priorities. According to a study conducted by Körner *et al.*, (2017), effective collaboration involves not only leadership commitment but also a willingness to engage in discourse and create trust and mutual understanding among stakeholders. This implies that nursing leaders must be competent communicators and negotiators, capable of navigating complex relationships and collaborating with other healthcare professionals.

Professional Development and Mentoring:

Nursing leaders are responsible for offering chances for professional development and mentoring to nursing employees. This includes identifying areas for improvement and providing nursing staff with training and instruction. Nursing leaders also give feedback and assistance to nursing staff, which promotes lifelong learning and progress. Professional development and mentorship aid in the growth of nursing staff competency and the promotion of job happiness. Professional development and mentorship provided by nursing leaders can dramatically boost nursing staff engagement and retention. Nursing leaders who give professional development and mentoring, according to Yoder-Wise *et al.*, (2019), can dramatically boost nursing staff engagement and retention.

However, delivering professional development and mentoring can be difficult, particularly in resource-limited healthcare settings. According to a study conducted by Duchscher *et al.*, (2014), nursing leaders frequently confront competing demands and may lack sufficient resources to deliver proper professional development and mentoring to nursing personnel. This emphasizes the need of nursing leaders advocating for resources and prioritizing professional development and mentorship as critical components of nursing practice.

Challenges and Opportunities for Nursing Leadership:

Despite their crucial role in healthcare reform, nurse leaders confront a number of hurdles that may limit their effectiveness. These difficulties include insufficient workforce, restricted resources, and insufficient support from organizational leaders. To overcome these obstacles, nursing leaders must be proactive in lobbying for resources and establishing a collaborative and learning culture within their organizations. Nursing leaders must also be adaptable and agile, as healthcare delivery is always changing and new challenges and opportunities occur.

The use of technology to improve healthcare delivery is a big potential opportunity for nursing leadership. Nursing leaders may use technology to improve patient outcomes, improve care quality, and increase patient safety. Nursing executives, for example, can use electronic health records to monitor patient outcomes and suggest areas for improvement. Telehealth technologies can also be used by nursing leaders to provide remote patient monitoring and improve access to treatment in underserved areas. However, the use of technology introduces new obstacles, like as data privacy and security concerns, and nursing leaders must be aware of these issues and put appropriate measures in place.

CONCLUSION

Nursing leadership is critical to healthcare transformation because it promotes patient safety,

improves care quality, collaborates with other healthcare professionals, and provides professional development and mentoring to nursing staff. The importance of nursing leadership in terms of patient outcomes, quality of care, and patient safety cannot be emphasized. Nursing leaders, on the other hand, confront obstacles such as insufficient personnel, restricted resources, and insufficient support from organizational leaders. To overcome these obstacles, nursing leaders must be proactive in lobbying for resources and establishing a collaborative and learning culture within their organizations. Nursing leadership will continue to be critical in ensuring that patients receive quality and effective care, and nursing leaders must be adaptable and agile in reacting to new problems and opportunities.

REFERENCES

- Alswat, K., Abdalla, R. A. M., Titi, M. A., Bakash, M., Mehmood, F., Zubairi, B., ... & El-Jardali, F. (2017). Improving patient safety culture in Saudi Arabia (2012–2015): trending, improvement and benchmarking. *BMC health services research*, *17*, 1-14. <https://doi.org/10.1186/s12913-017-2461-3>
- American Nurses Association. (2019). Nursing leadership. Retrieved from <https://www.nursingworld.org/practice-policy/nursing-excellence/leadership/>
- Blackstock, S., Salami, B., & Cummings, G. G. (2018). Organisational antecedents, policy and horizontal violence among nurses: An integrative review. *Journal of Nursing Management*, *26*(8), 972-991.
- Brooks, B. A., Crawford, L. H., Nicklas, G. E., & Soldwisch, S. (2014). Nursing leadership education. *The Journal of Nursing Administration*, *44*(12), 669-672. <https://doi.org/10.1097/nna.0000000000000145>
- Chang, B. H., & Hoaglin, D. C. (2017). Meta-analysis of odds ratios: current good practices. *Medical care*, *55*(4), 328. <https://doi.org/10.1097/mlr.0000000000000696>
- Downey, C. L., Chapman, S., Randell, R., Brown, J. M., & Jayne, D. G. (2018). The impact of continuous versus intermittent vital signs monitoring in hospitals: A systematic review and narrative synthesis. *International journal of nursing studies*, *84*, 19-27. <https://doi.org/10.1016/j.ijnurstu.2018.04.013>
- Kieft, R. A., de Brouwer, B. B., Francke, A. L., & Delnoij, D. M. (2014). How nurses and their work environment affect patient experiences of the quality of care: a qualitative study. *BMC health services research*, *14*(1), 1-10. <https://doi.org/10.1186/1472-6963-14-249>
- Wong, C. A., Cummings, G. G., & Ducharme, L. (2018). The relationship between nursing leadership and patient outcomes: A systematic review update. *Journal of Nursing Management*, *26*(7), 759-772 <https://doi.org/10.1111/jonm.12623>
- Wong, C. A., Spence, L. H. K., & Cummings, G. G. (2018). Authentic leadership and nurses' voice behavior and perceptions of care quality. *Journal of Nursing Management*, *26*(7), 853-861.
- Yoder-Wise, P. S., Kowalski, K., & Canales, K. (2019). *Leading and managing in nursing* (7th ed.). Elsevier.