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Doctor of Nursing Practice Transformative Leadership AI assignment

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Recommended Citation

North Dakota University
School of Nursing Graduate Program
DNP Graduate Nursing program

AI Doctor of Nursing Practice Leadership assignment
Dr. Elizabeth Gotay , DNP, RN
This assignment is applicable to NUR 612

Title: **Transformative Leadership in Nursing Practice: A Case Study Analysis**
Course: Doctor of Nursing Practice (DNP)
Duration: 4 weeks

Assignment Overview: In this assignment, students will delve into the complex realm of transformative leadership in nursing practice through a comprehensive case study analysis. Students will examine real-world scenarios and apply their knowledge of leadership theories, ethical considerations, and advanced nursing concepts to critically analyze the role of transformative leadership in achieving positive patient outcomes and fostering organizational change.

Objectives:
- Analyze the concept of transformative leadership and its relevance to nursing practice.
- Evaluate the impact of transformative leadership on patient care quality and safety.
- Apply ethical principles to address challenges and dilemmas in transformative leadership.
- Develop strategies for promoting interprofessional collaboration and organizational change.
- Demonstrate effective communication skills in presenting case study findings.

Assignment Structure:

Week 1: **Introduction to Transformative Leadership**
Introduction to the assignment and its objectives.
View : You tube https://youtu.be/yOkqygQA6jY on transformative leadership theories, models, and analyze its application in nursing.

Introduction Summary: Transformational leadership theory

Transformational leaders are characterized by their ability to:

1. **Inspire and Motivate:** Transformational leaders are skilled in articulating a compelling vision for the future. They can inspire and motivate their followers by helping them see the importance and value of their work within the broader context of the organization's goals.

2. **Individualized Consideration:** These leaders pay close attention to the needs, strengths, and developmental goals of their individual followers. They provide support and mentorship, tailoring their leadership style to cater to each person's unique characteristics.

3. **Intellectual Stimulation:** Transformational leaders encourage creativity and critical thinking among their followers. They challenge the status quo, stimulate innovation, and promote open dialogue that allows for the exploration of new ideas and solutions.

4. **Idealized Influence (Charisma):** Transformational leaders often exhibit charisma and serve as role models for their followers. They embody the values and behaviors they espouse and are admired and respected by their teams.

5. **Consideration of the Greater Good:** These leaders emphasize the collective well-being and the organization's larger mission, rather than just focusing on individual rewards or short-term goals.

6. **Empowerment:** Transformational leaders delegate authority and decision-making to their followers, empowering them to take ownership of their work and contribute to the organization's success.

Transformational leadership is often contrasted with transactional leadership, where leaders focus more on traditional exchanges of rewards for performance and maintaining the status quo. Transformational

leadership, on the other hand, seeks to go beyond the status quo and create significant and positive change.

Research has shown that transformational leadership can lead to various positive outcomes, including increased employee satisfaction, commitment, and performance, as well as organizational innovation and adaptability. However, effective transformational leadership requires a deep understanding of individual and organizational dynamics, as well as the ability to communicate a compelling vision and foster a culture of trust and collaboration.

Reading literature on transformative leadership.

Nursing Standards . 2020 Apr 29;35(5):59-66. doi: 10.7748/ns.2019.e11408. Epub 2019 Dec 16.Applying transformational leadership in nursing practice. Emma Collins, Patricia Owen , John Digan, Fiona Dunn . Affiliations expand PMID: 31840443, DOI: 10.7748/ns.2019.e11408

Journal of Advanced Nursing. 2016 Nov;72(11):2644-2653.
 doi: 10.1111/jan.13049. Epub 2016 Jul 26.Transformational leadership in nursing: a concept analysis Shelly A Fischer, PMID: 27322510, DOI: 10.1111/jan.13049

THE 4 ATTRIBUTES OF TRANSFORMATIONAL LEADERSHIP
BY MATTHEW LYNCH NOVEMBER 11, 2015

Health Care Management, Beverly Robbins [1], Ruth Davidhizar,. 2020 Jul/Sep;39(3):117-
121. Transformational Leadership in Health Care Today,
DOI: 10.1097/HCM.0000000000000296
Leadership , author: Peter Northouse, 9th edition , Chapter 8 Transformational leadership

Read and review the four week assignment in its entirety before starting the case study to ensure you understand the criteria and parameters required.

Week 2: **Case Study Selection and Ethical Considerations**
Create a hypothetical case study using ChatGPT for creating a case study with a leadership theory involving a complex ethical nursing leadership challenge with recommendations.
Analyze the case , its ethical considerations, dilemmas, and review the recommendations presented in the selected case study for applicability.
Reflect on the role of transformative leadership in resolving ethical issues.
Do you agree with the recommendations?
What are your recommendations? Do your recommendations contrast with those provided in the case study?
How does your transformative leadership skill approach and recommendations differ from the ChatGPT recommendations?

Week 3: **Application of Transformative Leadership in Nursing Practice**
Apply transformative leadership concepts to the selected case study.
Analyze the impact of transformative leadership on patient care quality and safety.
Develop strategies for promoting cultural competence and diversity in leadership practices where transformative theory is applied.

Week 4: **Strategies for Organizational Change and Interprofessional Collaboration**
Explore and discuss strategies for driving organizational change through transformative leadership.
Discuss the importance of interprofessional collaboration in achieving transformative nursing leadership.
Prepare a comprehensive case study analysis presentation 8-10 minutes duration, integrating theories,
ethical considerations, and strategies.

Assessment Criteria:
Depth of analysis and application of transformative leadership theories.
Identification and discussion of ethical considerations within the case study.
Clarity and effectiveness of strategies proposed for organizational change.
Integration of interprofessional collaboration concepts into the analysis.
Overall coherence, structure, and quality of the case study analysis presentation.
Presentation of findings in a clear, concise, and engaging manner.
APA citations

Final Deliverables: in week 4
A.
1. A well-structured case study analysis presentation that demonstrates a deep understanding of
transformative leadership in nursing practice. The presentation should be 8-10 minutes in
length and include:
2. Introduction and background of the selected case study.
3. Analysis of the case using relevant transformative leadership theories.
4. Exploration of ethical considerations and proposed solutions.
5. Discussion of strategies for promoting organizational change.
6. Integration of interprofessional collaboration principles.
7. Conclusion summarizing key findings and takeaways.

B. Presentation: students will be required to give a 8-10-minute online presentation summarizing their
case study analysis, highlighting key points, and showcasing their understanding of transformative
leadership concepts.

C. Peer Review: Students will engage in a peer review process where they provide constructive feedback
on the case study analysis presentations of their peers. This encourages collaborative learning and the
development of critical evaluation skills.

By designing this assignment, students will have the opportunity to engage deeply with transformative
leadership concepts, ethical considerations, and advanced nursing practices, fostering their development
as future leaders in the field of nursing.

Four-Week Transformative Leadership Assignment Rubric

Assignment Overview: The Transformative Leadership Assignment aims to develop students' understanding and application of transformative leadership principles over a four-week period.

Criteria:

1. Knowledge of Transformative Leadership (20 points)			
Poor (0-5 points): Limited understanding of transformative leadership principles; inaccuracies in definitions and concepts.	**Basic (6-10 points)**: Some understanding of transformative leadership principles; definitions and concepts are generally accurate but lack depth.	**Proficient (11-15 points)**: Good understanding of transformative leadership principles; accurate explanations of key concepts with a moderate level of depth.	**Exceptional (16-20 points)**: Comprehensive and insightful understanding of transformative leadership principles; nuanced explanations that reflect a deep grasp of concepts.
2. Application of Transformative Leadership (30 points)			

Poor (0-7 points): Little to no application of transformative leadership principles in real or hypothetical scenarios.	**Basic (8-15 points)**: Limited application of transformative leadership principles; attempts to apply concepts but lacks consistency and depth.	**Proficient (16-23 points)**: Consistent application of transformative leadership principles to real or hypothetical scenarios; demonstrates a reasonable level of depth.	**Exceptional (24-30 points)**: Skillful and insightful application of transformative leadership principles to a variety of scenarios; showcases a profound understanding of how to enact change.
3. Critical Thinking (20 points)			
Poor (0-5 points): Lack of critical analysis; fails to evaluate the significance and implications of transformative leadership actions.	**Basic (6-10 points)**: Limited critical analysis; attempts to evaluate the impact of transformative leadership actions, but lacks depth and insight.	**Proficient (11-15 points)**: Demonstrates effective critical thinking by evaluating the potential outcomes and consequences of transformative leadership actions.	**Exceptional (16-20 points)**: Exceptional critical analysis; systematically evaluates the short-term and long-term effects of transformative leadership actions, considering various perspectives.
4. Collaboration and Communication (15 points)			

Poor (0-3 points): Minimal effort to collaborate with others; ineffective communication of ideas and concepts.	**Basic (4-7 points)**: Limited collaboration with peers; communication is somewhat clear but lacks engagement and depth.	**Proficient (8-11 points)**: Actively collaborates with peers, sharing ideas and insights effectively; demonstrates clear and engaging communication.	**Exceptional (12-15 points)**: Outstanding collaboration with peers; fosters meaningful discussions, provides constructive feedback, and communicates ideas with exceptional clarity.
5. Reflection and Growth (15 points)			
Poor (0-3 points): Superficial or no reflection on personal growth during the assignment; lacks insight into transformative leadership's impact.	**Basic (4-7 points)**: Limited reflection on personal growth; identifies some transformative leadership insights but lacks depth.	**Proficient (8-11 points)**: Demonstrates thoughtful reflection on personal growth and transformative leadership insights; identifies areas of improvement.	**Exceptional (12-15 points)**: Exceptional self-awareness and reflection on personal growth and transformative leadership insights; outlines clear strategies for ongoing development.
Overall Presentation and Organization (10 points)			
Poor (0-2 points): Assignment is disorganized, with multiple formatting and grammatical errors.	**Basic (3-5 points)**: Assignment is somewhat organized, with minor formatting and grammatical errors.	**Proficient (6-8 points)**: Assignment is well-organized, with minimal formatting and grammatical errors.	**Exceptional (9-10 points)**: Assignment is impeccably organized, with no formatting or grammatical errors.
Total Points: 110 points			

Feedback: Constructive feedback will be provided to help you understand your strengths and areas for improvement in relation to transformative leadership principles and their application.			

Peer Review Form

Peer Review checklist for presentation on transformative leadership
Peer reviews are essential for ensuring the quality and effectiveness of presentations. Here's a checklist tailored for reviewing a presentation on transformative leadership:
Content and Structure:

- ☐ **Clear Introduction:** Does the presentation introduce the topic of transformative leadership and its significance effectively?
- ☐ **Main Points:** Are the key concepts and main ideas of transformative leadership clearly identified and explained?
- ☐ **Logical Flow:** Does the presentation follow a coherent and logical sequence? Are transitions between different points smooth?
- ☐ **Supporting Evidence:** Are examples, case studies, and research findings used to support the ideas presented?
- ☐ **Depth:** Does the presentation provide a deep understanding of transformative leadership concepts, going beyond surface-level explanations?
- ☐ **Engagement:** Does the presenter engage the audience effectively through thought-provoking questions, anecdotes, or relatable scenarios?
- ☐ **Conclusion:** Does the presentation wrap up the main points and provide a concise summary of the transformative leadership principles discussed?

Visual Aids:

☐ **Slides:** Do the slides have a clear, uncluttered design with appropriate fonts, colors, and images?

☐ **Relevance:** Are the visual aids (slides, charts, images) relevant to the content being discussed? Do they enhance understanding?

☐ **Consistency:** Is there consistency in the design and formatting of the visual aids throughout the presentation?

Delivery and Communication:

☐ **Voice and Tone:** Is the presenter's voice clear and audible? Is the tone enthusiastic and engaging?

☐ **Pace:** Is the presentation delivered at an appropriate pace? Not too fast or too slow?

☐ **Eye Contact:** Does the presenter maintain eye contact with the audience, both virtually and in-person?

☐ **Body Language:** Does the presenter exhibit confident and appropriate body language, including gestures and posture?

☐ **Engagement:** Does the presenter actively engage with the audience, encouraging questions or discussions?

☐ **Language:** Is the language used clear, concise, and free of jargon? Is it tailored to the audience's level of understanding?

Clarity and Understanding:

☐ **Concept Clarity:** Are complex transformative leadership concepts explained in a way that is easy for the audience to grasp?

☐

Audience Understanding: Does the presenter gauge the audience's comprehension through interactive elements or questions?

☐

Definitions: Are key terms and definitions provided and explained adequately?

Overall Impression:

☐

Impact: Did the presentation effectively convey the principles of transformative leadership? Did it leave a lasting impression?

☐

Originality: Does the presentation offer unique insights or perspectives on transformative leadership?

☐

Credibility: Is the content well-researched and backed by credible sources?

☐

Adaptability: Does the presenter have the skills to handle questions and adapt to audience interests or concerns?

Time Management:

☐

Duration: Does the presentation fit within the allocated time frame? Is it neither too short nor too long?

Technical Considerations (for Virtual Presentations):

☐

Audio and Video Quality: Is the audio and video quality clear and free from distractions?

☐

Technology: Does the presenter effectively use any technological tools or platforms necessary for the presentation?

Remember that providing constructive feedback is crucial. Note areas of strength as well as areas that could be improved and offer suggestions for enhancement. Keep the presenter's feelings in mind and maintain a respectful and helpful tone in your review.