

## **Transformational Leadership and Political Participation of Hong Kong Nurses**

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## **Application of Transformational Leadership**

### **Introduction**

The world of healthcare is constantly evolving, and with it, the demand for effective leadership in the nursing profession is growing more urgent. As Schoeb (2016) highlights, the challenges facing Hong Kong healthcare are complex and multifaceted, with issues ranging from staff shortage, underdeveloped primary healthcare system, demand for service and patient safety concerns. To meet these challenges head-on, the nursing profession must look towards a new model of leadership: transformational leadership. This leadership style is characterized by its ability to inspire and motivate followers towards achieving significant outcomes. In the words of Yoder-Wise and Kowalski, "The world needs expert clinicians to become transformational leaders. The world needs you to become the leader to transform healthcare for the next generation" (Faan & Faan, 2020). This essay will explore the application of the transformational leadership model in the psychiatric unit, which is my current clinical area of practice, drawing on both research and personal experiences to highlight how this leadership style is applied in the nursing profession.

### **Transformational Leadership**

Transformational leadership is a leadership style that aims to inspire and motivate followers to achieve extraordinary results. It involves identifying necessary changes, creating a vision to guide the change through inspiration, and executing the change with the commitment of others (Asif et al., 2019). This style of leadership taps into the emotional and spiritual resources of an organization and focuses on developing the leadership capacity of the entire team.

Transformational leadership involves transforming the followers' beliefs, attitudes, and values

through charismatic leadership, intellectual stimulation, individualized consideration, and inspirational motivation. Transformational leaders inspire their followers to go beyond their self-

organization (Faan & Faan, 2020). The transformational leader should also possess specific knowledge of how to lead and have the ability to organize resources to meet challenges. Nurses who are effective transformational leaders have confidence in their abilities and insights, and they know how to organize resources to meet the needs of their patients and their teams.

### **Application of Transformational Leadership**

Transformational leadership is a leadership style that has significant implications for nursing care, particularly in the context of psychiatric care. As a nurse working in a psychiatric unit, I have seen firsthand how the application of transformational leadership concepts can have a positive impact on both staff members and patients. This leadership style can be applied in nursing practice by creating a shared vision, setting clear goals, and empowering the staff to take ownership of their work.

One key concept of transformational leadership that is particularly relevant in psychiatric care is individualized consideration. In this context, individualized consideration means taking

approaches to the needs of each staff member, transformational leaders can provide personalized support and encouragement that can boost job satisfaction and motivation. This can ultimately

lead to better patient care, as staff members are more likely to feel empowered and engaged in their work. Recently, I had a psychiatric patient who required special care, and I ensured that I provided exceptional care despite the heavy workload. The charge nurse made an effort to recognize my work which made me feel more motivated.

Another important concept of transformational leadership in psychiatric care is inspirational motivation. This involves setting a vision for the organization that emphasizes

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of purpose, transformational leaders can foster a sense of teamwork and collaboration, which can ultimately lead to better patient outcomes (Sundberg et al., 2021). In my clinical unit, the head nurse regularly holds team meetings and brainstorming sessions for nurses to gather ideas and feedback. She always encourages us to share our experiences and insights, which makes us feel valued and invested in the success of the unit.

Finally, transformational leaders prioritize intellectual stimulation. These leaders understand the importance of engaging their followers' minds and inspiring them to think

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plan. By fostering a culture of innovation and continuous learning, transformational leaders can help their team members grow both professionally and personally, which can lead to improved job satisfaction and better patient outcomes. I always encourage my colleagues to embrace

change, innovation, and continuous learning. As healthcare professionals, we have the responsibility to stay up-to-date with the latest developments in the field. Nursing is a dynamic profession that requires continuous learning and professional development. The healthcare industry is constantly evolving, and nurses must adapt to these changes.

## Conclusion

In conclusion, the nursing profession is facing complex challenges, such as staff shortages, underdeveloped primary healthcare system, demand for service, and patient safety

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transformational leadership that can lead to better patient outcomes in psychiatric care. By tailoring management approaches to the needs of each staff member, setting a vision for patient-centred care, and fostering a culture of innovation and continuous learning, transformational leaders can improve job satisfaction, staff engagement, and, ultimately, better patient care.

Word count: 1020

## Nurses and Political Participation in Hong Kong

Nurses are regarded as the backbone of the healthcare system. The primary responsibility of nurses is to improve the health of the public, and politics is the art of influencing the

inactive due to factors such as lack of time, resources, knowledge and role models. This essay will examine why most nurses in Hong Kong are politically inactive from personal experience and opinions and also offer suggestions for increasing political awareness of nurses.

### Reasons why nurses are politically inactive

From personal experience, one of the key reasons for political inactivity is lack of time and heavy workloads. Nurses have demanding work schedules, often working long hours and overtime, which leaves them with limited free time and energy to engage in political activities.

activities. As a result, many nurses may feel that they simply do not have the time or energy to devote to political causes, even if they support them.

Nurses may not have the knowledge or resources to engage in political activities. Nurses are trained to focus on patient care, and while some may have a general understanding of politics, they may not be familiar with the complex political system. Also, the lack of time makes it a challenge to participate in activities like attending political events that can help us learn more

about the political process (Shariff, 2014). Additionally, nurses may lack the necessary resources, such as finances, to engage in political activities such as organizing a political campaign.

Finally, due to political inactivity of nurses, there are no role models who actively engage

meaningful option. As a result, nurses may feel isolated and unsupported in their efforts to become politically engaged. Also, without role models, nurses may not have access to the skills and knowledge necessary to engage in political activities.

### **Raising Political Awareness**

To raise political awareness among nurses in Hong Kong, we can implement strategies aligned with each of the five propositions suggested by Evans (2006). First, to become informed about healthcare issues, nurses should research pending health legislation to understand the issues involved and the implications of the legislation. This can involve reviewing legislative documents, news articles, and other sources of information (Anders, 2021). Also, nurses can build social networks with other healthcare professionals, policymakers, and thought leaders to exchange information about current healthcare issues.

Secondly, Evans (2006) suggests that improving nurses' analytical ability can help raise their political awareness. This can be achieved by encouraging self-reflection and the development of a

their practice. This can help them become more aware of political issues and how they relate to

healthcare. Developing a questioning mind involves asking critical questions and challenging assumptions. Nurses can ask questions about policies, procedures, and decisions that affect their practice. Integrating reflective practice and critical thinking into school curriculum and continuing education programs can help promote analytical abilities.

Thirdly, to develop the ability to express opinions effectively, the school curriculum should include comprehensive communication training. This can include training on active listening, assertiveness, and effective speaking. Nurses can learn to identify and express their opinions in a clear, concise, and respectful manner, which can help them to engage in advocacy and political activities. Additionally, in multidisciplinary teams, collaborative decision-making should be emphasized to help nurses learn to express their opinions in a collaborative manner.

For nurses to learn how to participate constructively, nursing education should also focus on preparing nurses to be effective advocates for their patients and the nursing profession. Educators can

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professional organizations (Anders, 2021). By participating in communities of practice and engaging in advocacy efforts, nursing students can develop a sense of belonging and a strong sense of professional identity. This, in turn, can help them become more active in politics.

Lastly, to learn to use power bases effectively, institutions can integrate leadership development programs and mentorship/coaching. Leadership development programs teach nurses skills like communication, motivation, and influence, helping them use their power bases. Mentoring and coaching pair nurses with experienced professionals who can guide them in developing their power bases.

Word Count: 870



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