Moving from Transactional to Transformational Leadership with Help from the Nurse Faculty Leadership Academy

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Conflicts of Interest and Disclosures

The presenters have no real or perceived vested interests or conflicts of interest relation to this presentation

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Session Objectives

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• Describe the components of the Nurse Faculty Leadership Academy

• Identify the transformational leader’s five practices for effective leadership by Kouzes & Posner
Background

- Shortage of qualified nursing faculty to assume leadership positions (American Organization of Nurse Executives [AONE], 2014; Dyess, Sherman, Pratt, & Chiang-Hanisko, 2016; Scott & Yoder-Wise, 2013)

- Increasing numbers of nursing faculty retirements

- Demand for supportive mentored relationships to improve nurse faculty work satisfaction

- Creation of advanced opportunities for leadership development with focus on transformational leadership
**Transactional vs. Transformational Leadership**

**TRANSACTIONAL** or Managerial - micromanage the daily operations, control every small part of the organization. System of rewards and punishments.

**TRANSFORMATIONAL** - inspire and intellectually develop followers with recognition of their contributions. Focuses on EVERYONE working together towards a common goal. Cultivates relationships.
Sigma Theta Tau International Nurse Faculty Leadership Academy (NFLA), delivered through a partnership with The Elsevier Foundation, is an intense international leadership development experience designed to:

- Facilitate personal leadership development
- Foster academic career success
- Promote nurse faculty retention and satisfaction
- Cultivate high performing, supportive work environments in academe
Program Format & Curriculum

• 20 month guided leadership journey
• Two leadership development workshops supporting a mentored Triad Mentor Relationship
• Individual leadership development plan
• Kouzes and Posner’s Leadership Challenge
• Monthly learning activities, conference calls, small group work, and/or discussion groups
• Journaling/Reflection
A Triad Relationship: The NFLA Model for Mentoring

[Diagram of the NFLA model with a triangle showing Scholar, Leadership Mentor, and Faculty Advisor]
Three NFLA Learning Domains

• Individual Leadership Development

• Advancing Nursing Education through Leadership of a Team Project

• Expanding Scope of Influence:
  • Organization
  • Community
  • Profession
NFLA Curriculum: The Leadership Challenge by Kouzes & Posner

The Five Practices of Exemplary Leadership

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart
Model the Way

Clarify values by finding our voice and affirming shared values

Set the example by aligning our actions with shared values
Envision the future by imagining, exciting, and enabling possibilities

Enlist others in a common vision by appealing to shared aspirations
Challenge the Process

Search for opportunities by seizing the initiative and by looking outward for innovative ways to improve.

Experiment and take risks by constantly generating small wins and learning from experience.
Enable Other’s to Act

Foster collaboration by building trust and facilitating relationships

Strengthen others by increasing self-determination and developing competency
Encourage the Heart

Recognize contributions by showing appreciation for individual excellence

Celebrate the values and victories by creating a spirit of community
Program Impact on Individual Leadership

- Scholar Expanded Scope of Influence
- Integrating Scholarship, Teaching, and Service
- Influence through Transformational Leadership to Promote Change
Leadership Mentor Perspective

- Influence through the Mentoring Process
- Journey of Expanding Self and Other Awareness
- Value of Relationships
NFLA program has provided valuable opportunities for:

- Mentored Triad relationship
- Leadership behavioral development
- Scope of influence advancement
References


Questions

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Thank you