There is a lack of standardized education development for transformational leadership behaviors within the nurse manager competencies. National League of Nursing promotes transformational leadership development through the Center for Transformational Leadership. Transformational leadership is one of the five components of Magnet designation. Transformational leadership is one of the four core behaviors of the participating institution.

The project is an evidence-based quality improvement project utilizing a pre-test/post-test assessment design:
- Large academic teaching hospital
- Nurse leaders
- Nurse educators

The intervention continued to deliver one ninety-minute interactive session for nurse leaders and one ninety-minute session for nurse educators. Content is based on Bass’s (1990) four attributes of transformational leadership and the five practices of exemplary leadership (Kouzes & Posner, 2017).

A Wilcoxon Signed Rank Test was used for data analysis. A table shows the statistical analysis of pre and post-assessment.

The intervention assessment administered a pre-assessment survey, the MLQ5x.

The evaluation of findings revealed a statistically significant increase in participants' idealized influence (behavior), p-value 0.016, following the transformational leadership workshop. There was an increase in inspirational motivation and intellectual stimulation.

The sustainability requires individuals who assume either a direct leadership role or are engaged in leadership initiatives to participate in the leadership development workshop. It also adopts the MLQ5x 360-degree assessment to capture both the staff and leader's perspective; a more accurate depiction of the institution's core behavior. It formulates a personalized development plan for leaders and educators. Consider an online educational series on transformational leadership.

The outcomes include analysis of the data yielded a statistically significant increase in participants' idealized influence (behavior), p-value 0.016, following the transformational leadership workshop. It also includes an increase in inspirational motivation and intellectual stimulation.

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