



Impact of Presidential Succession on Local Chapter Leadership in an International Nursing Honor Society: A Case Study

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BACKGROUND

This single case study design focuses on a nursing organization at the local chapter level as the unit of analysis.

Transformational leadership theory serves as the basis of this case study. The theory application relates to 4 components of transformational leadership.

1. Idealized influence;
2. Inspirational motivation;
3. Intellectual stimulation;
4. Individual consideration (Doody & Doody, 2012).

Leadership succession requires vision in the leadership process. Idealized influence refers to behaviors of leaders that results in being role models. Inspirational motivation is the degree in which the leader articulates a vision that is appealing and inspiring. Intellectual stimulation is the degree to which the leader challenges assumptions, takes risks and solicits ideas. This stimulates and encourages creativity. Individualized consideration is the degree to which the leader acts as a mentor and listens (Bacha and Walker, 2013).

PURPOSE

The purpose of this case study research describes a presidential leadership succession in a local chapter of Sigma Theta Tau International (STTI). The mission of the honor society of nursing, STTI, is advancing world health and celebrating nursing excellence in scholarship, leadership, and service. (Sigma Theta Tau International [STTI], n.d.).

Healthcare and the nursing profession grows more complex daily and requires effective leaders skilled at leading; therefore, understanding more about leadership succession will be helpful to nursing.

MATERIALS AND METHODS

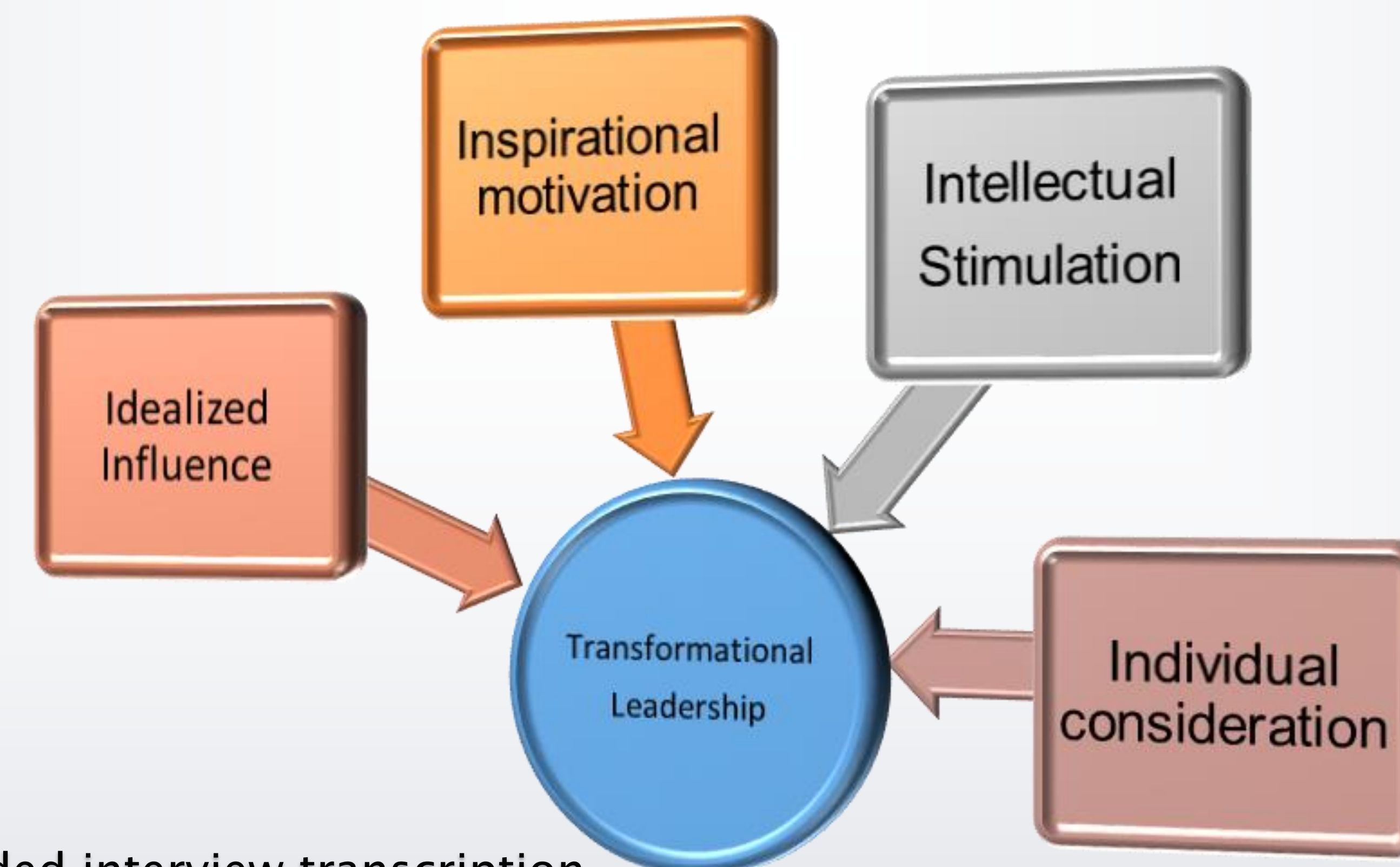
➤ The research study question is:

How does Presidential leadership succession at a local chapter in a nursing organization role model the components of a transformational leader?

➤ Study site is a state university baccalaureate nursing program in western Pennsylvania. The STTI Zeta Lambda chapter has an affiliation at this location.

➤ Triangulation of data from multiple sources for the case study included:

- A digitally recorded face to face interview of a recent local chapter honor society president after IRB approval.
- Interview guided with researcher developed questionnaire/demographic information.
- Curricula Vitae of participant.
- Document review of STTI Zeta Lambda chapter archival records, websites, newsletters, meeting agendas/minutes, chapter awards and photographs.



Data Analysis:

- Digitally recorded interview transcription
- Member checking
- Pattern matching

➤ The propositions of this critical single case study are:

- Presidential leadership in a local chapter honor society provides idealized influence to an emerging leader membership.
- Inspirational motivation shared by a nurse leader encourages new members in leadership activities.
- A nurse leader employs intellectual stimulation to promote involvement in a local chapter nursing honor society.
- Individual consideration of new members can encourage new leadership engagement in nursing.

RESULTS

Themes were detected from the transcribed digitally recorded interview.

Examples for each proposition:

➤ Idealized influence:

- *Participant*: "the camaraderie we had at the inductions or at the meetings...I remember trying to make a real point of going around and talking to the parents. I felt like I was role modeling that to the other people."

➤ Inspirational motivation:

- *Participant*: "I remember thinking of how I wanted to get **involved** because I was impressed by how things were being run."

- "how wonderful it was to provide an opportunity for the students to be **involved**."

- "when we went to the biennial convention we were able to go to workshops and they talked to us about what it was being **involved** to be the president and I do think that was very helpful."

➤ Intellectual stimulation:

- *Participant*: "...who could we find in the grad school that was maybe doing some research and who had a project that was going on and could we bring them in to do a presentation."

➤ Individual consideration:

- *Participant*: "I made a lot of effort to treat people well and to know how much I appreciated their contributions to the organization and you know just little things like buying gifts for someone or writing notes of thanks for what they did. That was big for me"

CONCLUSIONS

- A better understanding of the activities and relationships of a local chapter president in an international nursing honor society emerged.
- Presidential succession contributes to leadership role modeling (idealized influence), leadership involvement (Inspirational motivation), leadership education (intellectual stimulation), and leadership networking (individual consideration).

REFERENCES

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