

Assessment 1 - Leadership Styles Application

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Subject

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Leadership Styles Application

Depending on matters and the circumstance, leadership is a difficult position. Leaders in the healthcare industry directly improve the quality of care and hence has an influence on patient care. Great leaders are crucial in managing the workflow of an institute, maintaining employee satisfaction, sharing information, and achieving improved clinical outcomes for patients. They also promote positive and strong organizational cultures. In a leadership position, it may also be necessary to assist as well as refocus the personnel to maintain a productive and secure workplace. Various styles of leadership have been identified, and several demands for making individual judgment choices and making plans for challenges that may afterward surface are crucial (Cummings et al., 2021).

Case Study

As an illustration of a stressful workplace, a worker known as Marty, an African American descent was providing care to rehabilitation patients and following their needs for more than 6 years at a university healthcare facility. She attended patients admitted to hospitals across the town in this self-sufficient position. She has been employed for more than 2 years in an office, throughout weekdays. Her mother had been diagnosed with dementia 3 years, and she's been reliant on everyday chores ever since. Due to her mother's deteriorating health, she shifted her mother to her home providing assistance in the morning time from home care. That means she needs to assist them at home during her off-time and during her off-days.

Marty has been struggling in her work life due to this scenario. She has been arriving late to her office for a year and had been going home earlier to look after her mother. Her colleagues have started getting tired of her work pattern. In response to staff members' concerns, Marty admitted to napping while working and informed them that she had been diagnosed with sleeping problems known as "apnea". However, she refused the use of the CPAP machine.

Marty is being accused by the nursing professionals of becoming negligent and using her mother's illness as an excuse to leave from work earlier. She has routinely started to call in sick and takes repeated extensive days off from the workplace for numerous reasons, including 3 weeks to mourn the loss of her sibling and a 12-week off for chronic back problems. Several of her coworkers and clinical staff have complained to Marty's boss about her work behavior. They have also started to request the hiring of other nurses as Marty is unable to fulfill her work duties and responsibilities. But she is currently on FLMA, and her supervisor is aware of these problems and the stressful environment it is causing in the healthcare facility but has not yet taken an action on the concerns.

Relevant Leadership Styles and Practices

3 key leadership styles can be used in the aforementioned situation. These include democratic, transactional, and transformative. A leadership style known as transformational leadership is characterized by the leader's capacity to change, inspire, foster trust, encourage, value creative solutions, and grow teammates and employees. Because of the leader's competence, the team performs better than expected, is more motivated, has increased psychological independence, and experiences less fatigue in work life and hence making them more productive. According to the definition of social behavior, which is contextual and unique for each employee, it occurs when a member of the team puts somewhat less energy than when functioning independently. In an attempt to assess each employee of the company, transformational leaders use a technique to assist employees to diverge from this tendency and assign tasks in accordance with their capabilities (Robbins & Davidhizar, 2020).

A method of leadership known as transactional leadership is about focusing on everyday tasks and instead of a long-term approach, it stresses on short-term targets, a rewards and recognition system, and administration that only engages if essential. This style of management has the advantage of creating clear objectives and defining responsibilities and

obligations in the complex care delivery setting. For greater results, it is advised to blend the transactional style with another type, such as the transformational approach to leadership. When used effectively, this leading role could offer advantages for professional development, including improved care delivery and clinical abilities, practice in delegating and administration, and deploying new tasks or activities. It has been determined that this is an equitable and standardized strategy for employee training where inclusion and integrity are emphasized (Richards, 2020).

The last relevant style that plays an important role in democratic, which gives the entire workforce a significant understanding of how decisions are made. Employee thoughts and recommendations are solicited, and it is also respected. The democratic style of leading seeks to honor dedication by promoting teamwork and delegating decision-making to others. Such workers play a bigger part in establishing policies and putting policies and systems into place. The contributions of employees in the workplace raise the employees' self-esteem and make them more optimistic, which has a major beneficial impact on employee productivity (Oliveria et al., 2020).

Leadership Style Applicable in the Case Study

According to Marty's behavior of socially loafing in her job, the transformational style is more appropriate in this situation for her supervisor. Alongside Marty and her colleagues, the manager must start engaging in this effective leadership style. Rather than ignoring the problems causing negative working conditions, they must be solved. The health workers and other coworkers' objections have not been explained by the supervisory. Marty possesses FMLA, although per the United States Department of Labour regulations, this only entitles her to a maximum of 12 weeks of annual leave (after a continuous 12-month period). But since Marty has taken off for more than the entitled time period owing to her medical condition and taking care of her immediate family is causing distress among the employees. Applying a

leadership style of transformation to overcome these challenges may bring unnecessary attention to problems, but it will make Marty realize that she is consistently not abiding by the rules and is frequently having excessive amounts of time off, napping at her job, and running late or departing early. The manager must step into the role to motivate as well as uplift the team, pay attention to legitimate problems, then take appropriate action to foster cooperation and an environment of trust. Since their complaints remained ignored for such a prolonged period of time, permitting Marty to disobey the regulations for more than 12 months, trust needs to be established not just among the employees but additionally between the employees and their boss. Marty needs to be instructed regarding the responsibilities and demands of her job. Talking openly concerning Marty's requirements might encourage her to abide by the rules.

The creation of a favorable working atmosphere as a result of every staff member having their issues or suggestions addressed and taken into consideration is one benefit of adopting this leadership approach to the situation. Neglecting problems of staff members in the office and making them feel overlooked can cause some serious issues in the office environment. The boss in this hypothetical situation was mindful of the problems but did nothing about the troubles. Marty's problems had to be resolved far earlier. Implementing this leadership approach has the drawback that it may currently be challenging to inspire and foster employee loyalty. Workers may not have confidence in the boss's leadership skills as a result of permitting it to continue for more than a year. According to the implementation of a reward system and precisely articulated targets to change the office culture for employees. Bringing a sense of equitable, goal-oriented atmosphere that enhances performance, this leadership strategy is suitable for this context (Richards, 2020). The workers who are dissatisfied with Marty's professionalism can benefit from putting in additional effort. This incentive program can encourage Marty to arrive on schedule as well as cut down on absences. Such incentives

might be a bonus for exceptional performance, or a paid leave day gained over a predetermined time for all workers. Marty's actions need to be thoroughly confronted and resolved.

Positive and Negative Implications

Employing this leading approach to the situation has the advantageous effect of rewarding people for their additional effort and accomplishments, fostering a healthy working culture. This approach also improves knowledge and experiences for other designations in the office as well. The leader might assign responsibilities to make certain that everyone participated and had a chance of being acknowledged and applauded. Occupational stress may rise as a result of the style of transactional leadership because employees are routinely asked to exceed their expectations at the workplace to earn gratification. But there is a possibility that Marty may not be encouraged by this style, leading to her colleagues continuing to perform the unfinished tasks (Nawaz & Khan, 2020).

This situation lends itself to a democratic leadership style since it empowers employees to choose alternatives that fit into their current surroundings. Their comments regarding Marty's poor work attitude and punctuality, for instance, are taken into consideration. Marty might rediscover her positive professional performance by becoming more engaged in her job position as a result of becoming more active in decision-making. She might believe that her freedom was being removed from her both at home and in the workplace, therefore the leadership should provide her a reason to exist. Democratic leadership improves employee engagement and job satisfaction, which is currently a requirement that every employee needs to fulfill.

Adopting this leading approach to the situation would have the benefit of strengthening Marty's ties with her colleagues and supervisor and will also help in enhancing employee engagement and effective integrated collaboration without causing issues. Conducting such sessions and talks to engage colleagues or members of staff and get opinions requires time and

patience, which is a drawback of the democratic style. The employees in the presented situation are occupied with their tasks and have little opportunity to engage in conversations (Holmgren et al., 2019).

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