

## **Transformational leadership and its evolution in nursing**

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### **ABSTRACT**

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**Introduction:** Transformational leadership is based on the trust and respect that employees feel about their leader and therefore are motivated to do much more than is expected from them. Transformational Leaders have a vision for the future, seek change and are challenged from their followers.

**Purpose:** The exploration of the implementation of transformational leadership in nursing.

**Results:** Since the early 1990s, transformational leadership started to be supported by nursing scholars. The first article advocating transformational leadership as a choice strategy for nursing, published in 1988. Later, it was stressed that modern health care requires new visions and enhanced models of nursing practice and the catalyst for that is transformative leadership and

gradually, it was argued that successful leaders are the transformational leaders. In the 21<sup>th</sup> century it was obvious that transformational leadership was important for nursing from the growing number of published articles on the topic. Transformational leadership is affecting positively the nurses' job satisfaction and contributes on reducing exhaustion, anxiety of nurses.

**Conclusions:** The positive impact of transformational leaders on work performance and nurses satisfaction is evident, nevertheless much more effort has to be paid by nursing managers for increasing its use in the nursing departments of the hospitals.

**Keywords:** Nursing, nursing staff, transformational leadership.

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