Leadership Styles to Embed Change

**Transactional**
- Establishes initial trust
- Provides structure & clarity for:
  - roles
  - responsibilities
  - expectations
- This grounds people.

**Transformational**
- Forge deep trust
- Strong collective group identity forms
- Strong organization commitment and greater willingness to change results.

How do you achieve utopia?
High Level Ideas

Mental Model
• Valuing everyone’s ideas
• Open door attitude
• Failure is okay – it’s an opportunity to tweak
• Collegiality

How this is lived
• Continuously solicit ideas
• Journal Clubs
• Unit Council
• Champions for projects
• Social networking sites
• Social events
• Staff Retreat

Thinking Shift

Staff RN: IV Piggy Back Process

- Review evidence
- Baseline Data
- Question

Vision
- Engage peers
- Implement Action Plan

Change
- Ongoing monitoring
- Incentives

Interdisciplinary: Med Turn Around Time

Vision
- Define it
- Key stakeholders

Change
- Daylong meeting of key stakeholders
- High Incentive

Vision
- Indentify what's possible
- Defining it

Change
- Key stakeholders
- High Incentive
Staff RNs: Bedside Handoff

- Review Evidence
- Baseline Data

Vision

- Identify Key Stakeholders
- Day-long meeting of stakeholders

Implement Plan
- Ongoing Monitoring
- Support

Change

Change is Possible!