

BACKGROUND

The COVID-19 pandemic revealed many ongoing issues in the healthcare industry. Increasing demands, long working hours, virus exposure, and increased patient workload put nurses under unprecedented strain ⁽¹⁾. Additionally, it has been determined that many stressors contribute to decreased job satisfaction⁽²⁾. This project addresses the need for leadership to foster a healthy work environment and support staff in delivering high-quality, evidence-based, safe patient care.

- High levels of psychological distress lead to job dissatisfaction and burnout, resulting in lower-quality patient care ⁽³⁾.
- Nurses are often excluded from decision-making processes ⁽³⁾.
- Relational leadership styles, including authentic leadership, enhance work environments.
- Authentic leadership recognizes nurses' valuable work ⁽³⁾.
- When nurses feel valued as partners, they are more likely to remain in the field ⁽³⁾.

METHODS

This project aims to determine if an authentic leadership style is associated with nurse retention and job satisfaction. The targeted recipients of this MSN project will be a medical/surgical unit within a larger healthcare corporation with higher RN staff and management turnover rates. Methods used for this MSN project to gather information will be as follows:

1. Assess leadership's knowledge of and how they relate to authentic leadership styles.
2. A PowerPoint presentation contains an overview of the problem statement and how authentic leadership is valuable.
3. A consent form accompanies the questionnaire to assess RN staff's perceptions of their current leadership.
4. An authentic leadership training program for current and future leadership and management will be developed based on the assessments.
5. Upon approval, implementation of the training program will begin.

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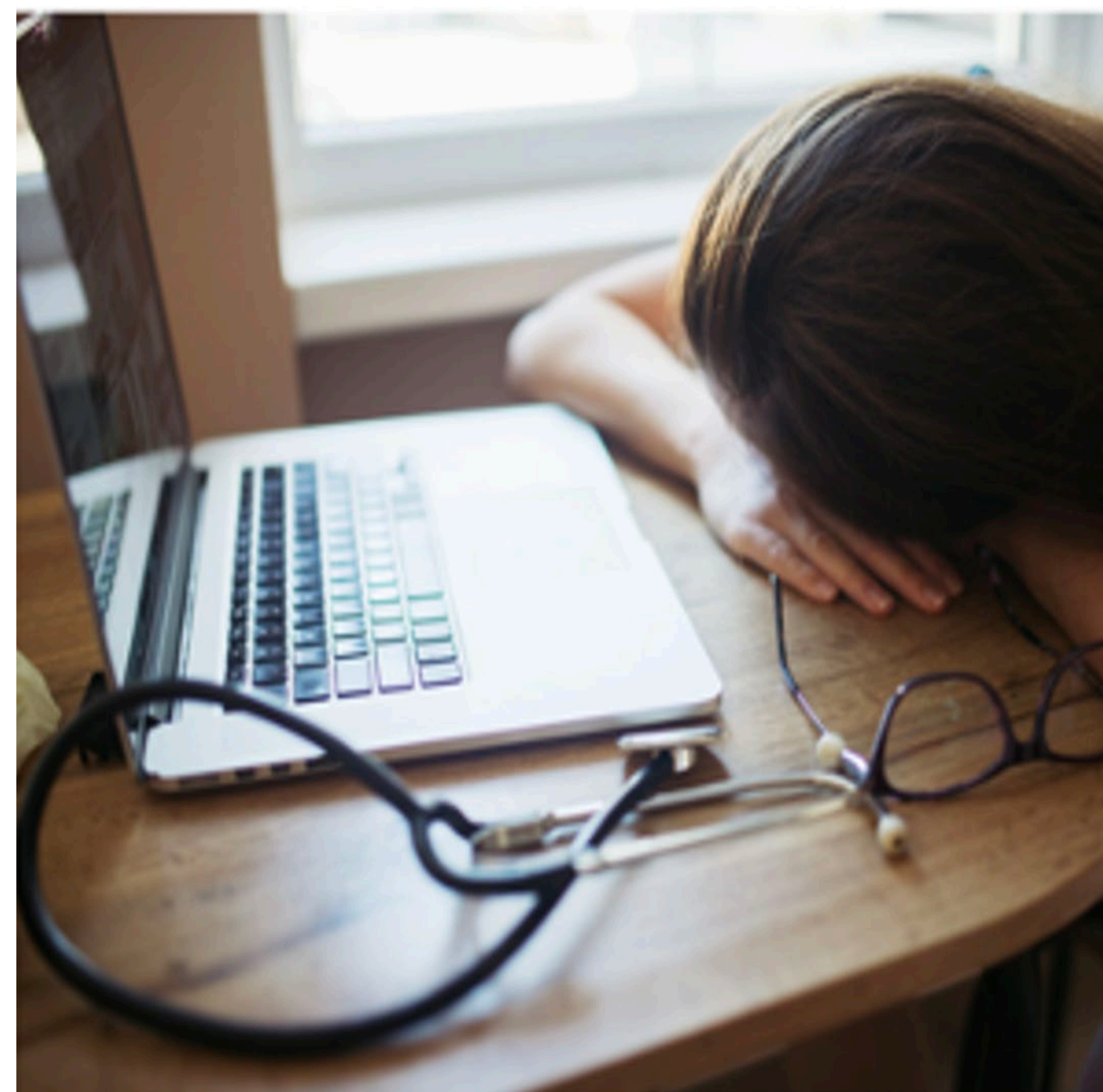
EVALUATION

To evaluate the effectiveness of the authentic leadership training program, it will be necessary to conduct follow-up meetings with the organization's leadership personnel. It will also be necessary to evaluate the RN staff on their job satisfaction and what steps have been taken to mitigate the stresses of their work environment.

- The information obtained will help convince the leadership of the value of authentic leadership and nurse retention.
- The data will be presented to the medical/surgical department and its leadership personnel.
- Pending approval, a training program will be researched and developed.
- Once the authentic leadership training program has been developed, it will be implemented.
- Further evaluation will need to be conducted to assess the efficacy of the program and what needs to change.

DISCUSSION

- Authentic leadership correlates with creating a positive work environment essential for nurse retention ⁽¹⁾.
- Nurses who trust their leaders are likelier to be engaged and satisfied in their work. ⁽¹⁾
- Nurses who are satisfied and engaged with their job can improve patient outcomes⁽¹⁾.
- Authentic leadership can benefit the organization by fostering a healthy, positive work environment where patients feel safe and valued ⁽¹⁾.
- Authentic leadership creates an atmosphere of trust and empowerment among nurses⁽²⁾.
- Authentic leadership can inspire nurses to remain part of the organization and contribute to achieving its goals ⁽³⁾.



CONCLUSIONS

With authentic leadership, nurses tend to remain in their positions for an extended period, demonstrating that nurse retention is improved through authentic leadership ⁽¹⁾. A healthy work environment, employee engagement, and nurse empowerment can improve patient outcomes and reduce medical errors that lead to costly litigation ⁽⁴⁾. In conclusion, by utilizing authentic leadership, healthcare organizations may build a cohesive team loyal to the organization and embed a culture of collaboration and trust ⁽⁵⁾.