Developing Charge Nurses as Front Line Leaders through Transformative Learning

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Abstract

- **Introduction:** Confident seniors and unit level leaders are keys to health organizational success. Both the complexity of healthcare delivery & the responsibility placed on charge nurses have also increased (Thomas 2012). Increasing patient's admission in the hospital requires front line leaders (Charge Nurses) to understand their roles, responsibilities and accountabilities.

- **Background:** Most of Healthcare Organizations believes that Charge Nurse is placed by default based on how long they had worked in the unit and who was on the schedule rather than as a result of deliberate planning and scheduling based on who was most prepared to lead the team but it was found that there was a degree of bias and favoritism.

  Recently, the Charge Nurse Role is considered as front line leader and most of the hospital had clearly stated their job descriptions and criteria that are but not limited to qualifications, experience, performance and communication skills. Furthermore, there are few hospital cited in the literature who are developing their charge nurses through a structured professional development plan.

- **Aim** This paper showed a professional development project that aimed to prepare qualified nursing staff with sufficient managerial knowledge and skills that will enable them functioning efficiently and professionally in the clinical area. The professional development project adopted Transformative Learning Theory (Mezirowc 2010).