

NR534 Week 7: Attributes of a Transformational Healthcare System - B

What are the attributes of the learning organization and how does it align (or support) the complex adaptive healthcare system? What leadership styles are inherent in learning organizations that may not be totally supported in a traditional organizational culture? Using the cultural assessment, you did a few weeks ago, how does your current organizational culture and climate align with the learning organizational attributes? What other information might you need before you could make that determination? Where would you obtain it? How does your philosophy of leadership and personal leadership profile align to the attributes of the learning organization? What is the role of the nurse leader in leading and creating a shift toward becoming a learning organization?

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Complex adaptive systems (CAS) in healthcare are structured to inspire resolutions and alterations, improving their organization techniques. When difficult issues arise, it requires one to be able to think beyond normal processes used in healthcare. Complex thinkers have an in- depth way of conceptualizing a problem and thinking of more technical advanced proposals.

CAS organizations approach issues/broken processes by using alternative considerations with how to correct problems. Arrange a team of people to develop different ways of approaching the concern, accepting support systems that are person-centered to patient

care, and need leaders with out-of-the-box thinking to inspire needed change in healthcare (Khan et al., 2018).

Characteristics of a learning organization have "systems thinking, personal mastery, mental models, shared vision and team learning" (Ward et al., 2018, p. 474). Healthcare companies structured in organizational learning have leaders and employees capable of visualizing what is not apparent, connecting all entities into a puzzle, and pushing the same thinking throughout the entire system. Leaders and employees are encouraged to maintain continued learning to create new techniques and evidence-based processes, to implement updated practices throughout the organization. Inspire integrated culture views to practices, inspiring cultural diversity to the employees, patients, and communities, and spreading the end goal of future goals through collaboration with members at all levels. Most importantly, building teams for shared collaboration for decision-making tasks, improving their work patterns, and improving system processes.

Fundamental leadership styles for learning organizations inspire, encourage, support, nurture, honest, transparent, and committed to their culture and philosophy. Leaders must perform in the perfect picture of the organization's vision, values, and beliefs. An example is the transformational leader has skills that are strategic in creating and inspiring those to develop change, build relationships, interact with others through interdepartmental and intradepartmental relationships, and encourage productivity to generate organizational reliability and responsibility their vision.

Based on our lesson on organizational culture and climate assessment, they meet organizational learning. Wellstar Healthcare Systems is an example of CAS with a vast healthcare system that inspires and encourages professional development through continuing education and specialty certification. There is a clinical ladder program to develop and elevate one's position in the organization, which returns implementing that