

## Leadership Practice Recommendation 4: Lead and Sustain Change

### 1.4 Nurse leaders lead, support and sustain change.

#### Effective change-management leadership leads to:

- Increased employee acceptance of change (Barry-Walker, 2000; Ingersoll et al., 2001; Katz, 1982; Rousseau & Tijorwala, 1999)
- Increased achievement of the change (Kramer & Schmalenberg, 2002; Leach, 2005; Strebel, 1996; Upenieks, 2003a)
- Higher-performing teams (Cummings et al., 2005; Gil, Rico, Alcover, Barrasa, 2005; Leach, 2005; Perra, 2000)
- Increased productivity (Leach, 2005; Perra, 2000)
- Lower absenteeism (Leach, 2005; Perra, 2000)
- Increased job commitment (Barry-Walker, 2000; Ingersoll et al., 2001; Katz, 1982; Rousseau & Tijorwala, 1999)
- Increased organizational commitment (McNeese-Smith, 1997; Perra, 2000)
- Increased staff motivation and willingness to work hard (McNeese-Smith, 1997; Perra, 2000)
- Increased job satisfaction (Cummings et al., 2005; Gil et al., 2005; McNeese-Smith, 1997; Perra, 2000)