

### 1.3 Nurse leaders create an environment that supports knowledge integration.

#### Creating an environment that supports knowledge development and integration leads to:

- Increased job satisfaction for nurses (Gifford, Zammuto, & Goodman, 2002; McNeese-Smith, 1997; Paterson, Henderson, Trivella, 2010; Perra, 2000)
- Increased work effectiveness (Collins, 2002; Perra, 2000; Upenieks, 2003b)
- Increased empowerment and autonomy (Ferguson-Paré, 1998; Gifford et al., 2002; Wilson & Laschinger, 1994)
- Enhanced quality of practice and care and accountability (Perra, 2000)
- Enhanced personal and professional growth of staff (Bousfield, 1997; Madison, 1994; Severinsson, 1996) and clinical leadership (Ferguson-Paré et al., 2002)
- Increased desire to continue education (Upenieks, 2003a)
- Enhanced staff relationships (Nespoli, 1991)
- Increased trust in the leader (Garvin, 1993; Tucker & Edmondson, 2003) and organization (Upenieks, 2003c)
- Enhanced success of planned change (Strebel, 1996; Walston & Kimberly, 1997)
- Increased organizational commitment (Perra, 2000)

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