



The *Betty Casali* Transformational Leadership Award Guidelines

A Transformational Leader stimulates and inspires followers to achieve positive outcomes through growth, development and empowerment.

The recipient of the *Betty Casali* Transformational Leadership Award should reflect by example specific qualities that resulted in empowering/encouraging others to achieve a positive outcome. This leader utilizes the **four (4) core components** (listed below) of transformational leadership to achieve results:

- 1) **Individual Consideration**: The leader acts as a mentor or coach, listens to concerns and attends to the needs of those they are leading.
 - Mentor/coach
 - Good communicator
 - Empathetic
 - Demonstrates respect for team

- 2) **Intellectual Stimulation**: For such a leader, learning is valued and unexpected situations are seen as opportunities to learn. Those being led, ask questions, think deeply and figure out better ways to execute their tasks.
 - Risk-taker
 - Solicits ideas from followers
 - Encourages innovation and creativity
 - Challenges assumptions

- 3) **Inspirational Motivation**: Those being led by this leader are willing to invest more effort in their tasks; they are encouraged and optimistic about the future and believe in their abilities.
 - Visionary
 - Optimistic
 - Goal-oriented
 - Relay a strong sense of purpose

- 4) **Idealized Influence**: Followers tend to identify with their leader and desire to emulate them; the leader is respected and trusted.
 - Role Model
 - Highly ethical behaviors
 - Persistence/determination
 - Instills pride



Nomination Requirements:

1. The nominee must be a registered nurse and in a nursing leadership role, i.e., Director, Clinical Service Manager, Clinic Manager, Advanced Practice Partner, RNIV, or applicable.
2. The nominee's recognized actions must have occurred within the past 12 months.
3. No disciplinary action/s in past 12 months.
4. The nominator may provide evidence and/or portfolio from the nominee to include as evidence to support the nomination.
5. Direct supervisor signature of endorsement and nomination criteria (email confirmation acceptable).

Nominator's Application Process:

1. Fill out the application form in its entirety (online preferred to the centerfornursingexcellence@uams.edu), relating to the nurse you are nominating; nominee's name, unit and title.
2. When answering the nomination questions, the nominator needs to provide specific examples indicating how the Transformational Leader applied **at least** three (3) of the four (4) core components of Transformational Leadership.
 - Individual Consideration
 - Intellectual Stimulation
 - Inspirational Motivation
 - Idealized Influence

The description should include how the actions of the leader transformed the team or team member to improve **at least two (2)** desirable outcome(s). Outcomes may include but are not limited to:

- Employee/Patient Satisfaction
 - Patient Safety
 - Quality Improvement
 - Professional Growth
3. The person submitting the nomination must sign and print their name, including their title, SAP number, and date completed on the bottom of form.
 4. The nominator will submit the completed application form, along with all evidence to support the nomination, to the Center for Nursing Excellence (CNE) on the 8th floor, Central building, Room 8031. Deadline to receive all information is **Monday March 13th**.
 5. Nominees that met the criteria will be acknowledged as well as selected winner during annual Nurses Week activities.



Transformational Leadership Award Nomination Form

Nominees Name: _____

Title: _____ Unit: _____

Nomination Questions

1. How do you know this nursing leader?
2. What is the role/position this nursing leader holds?
3. Why should this nursing leader be nominated for this award?
4. Provide specific examples from at least 3 of the 4 core components of Transformational Leadership and discuss how those examples have resulted in a positive outcome such as improved satisfaction, quality improvement, professional development or patient safety.
5. Is there anything else we should know about this nursing leader?

Nominator's Signature (Please print and sign): _____

SAP: _____ Title: _____ Date: _____

Direct Supervisor Signature (Please print and sign):

SAP: _____ Title: _____ Date: _____