

# TRANSFORMATIONAL LEADERSHIP

Embarking on an approach to innovative practice is an essential component of transformation. A shift towards a culture embracing accessibility, communication and a vision for the future embodies Transformational Leadership.

The Medical College of South Carolina began leading the frontier of health care discovery on December 20, 1823, when it was chartered by the South Carolina legislature making it the tenth medical school in America. We continue to explore new territory on the peninsula and beyond with the leadership of Julie Heckman, MSN, RN, Pediatric Emergency Room Nurse Manager, and Marilyn Schaffner, Ph.D., RN, CGRN, Clinical Services Administrator and Medical Center Chief Nursing Officer.

**“Transformational Leadership helps give a formal structure for the rest of the tenets to succeed,” Heckman said.**

**“It’s about opening up that chain of communication and having a little more visibility, a bit more transparency so that everybody’s involved in the same goal.”**

Priority has been placed on defining and achieving the mission and vision of the Nursing Strategic Plan within the next five years. The Transformational Leadership working group conducted two workshops last summer and fall with numerous nurses, leaders and representatives. MUSC’s Strategic Health Plan was presented as a framework for developing the Nursing Strategic Plan. Over 10 percent of MUSC nurses expressed their interest on the objectives they value the most and devised the tactics encompassing this plan of action.

**“I feel very proud because we had nurses who actually formulated the plan, staff nurses, nurses at the bedside, nurse leaders, and then we had nurses come to forums and actually vote for the top two objectives,” Dr. Schaffner said. “We had nursing input from start to finish.”**



*The Magnet Committee Members*