The Role of Nursing in the Management of Sepsis in Intensive Care Units: A Comprehensive Review of Leadership Styles and Collaborative Strategies

Ahmad Khaled Ahmad Samily[1], GHARAM HUSSAIN MAZKI ALRUWAILI[2], Najah Alamrani[3], Maryam Ali Abdullah Jerebi[4], Saad Marzouq Nawar Alotaibi[5], Maryam Saleh Al-Hafizi[6], MOHAMMED GHAZI ZAID ALOSAIMI[7], Ali Hamad Mohammed Tomihy[8], SABAHFAYEZ Alblshl[9], Hanan Ali Alnjaee[10]

Abstract

Strong leadership and good nursing actions are needed in order to treat sepsis in intensive care units (ICUs). A serious illness, sepsis requires fast and coordinated treatment to raise patient outcomes. This study methodically examines the body of knowledge already in publication on how nurses control sepsis in ICUs. Many databases were searched comprehensively in order to find research on nursing practices, leadership styles, and their effects on patient outcomes and sepsis control. The quality of care in sepsis treatment is evidently much influenced by nurse leadership. Particularly transformative and real leadership styles help to increase team cooperation, communication, and adherence to therapeutic recommendations by means of their influence. Furthermore, proven to lower fatality rates and raise patient satisfaction is the use of standardized procedures for sepsis treatment along with continuous education and training for the nursing team. The leadership and clinical abilities of nurses are essential in the management of sepsis in ICUs. Strong nursing leadership taken in concert with other disciplines improves the quality of treatment given to septic patients. Future studies should concentrate on creating and assessing leadership development initiatives for nurses to maximize sepsis control in critical care environments.

Keywords: *Patient Outcomes, Multidisciplinary Approach, Intensive Care Units, Sepsis Management, Nursing Leadership.*

Introduction

Healthcare structures and demography are undergoing hitherto unheard-of transformation all around. The COVID-19 epidemic is especially driving demand for front-line clinicians as well as intensive care hospitals (ICU) (1). Making choices in health care depends on nursing leadership; nonetheless, the process of decision-making should be based on reliable data (2). As such, nurses' participation in medical management as well as policy formulation is much sought after (3). Unfortunately, the lack of information on nurses' impact on medical quality indicators partially clouds efforts to increase engagement in healthcare management and creating policies. Thus, it is crucial to realize how nurse leadership approaches affect quality criteria in critical care environments. This study particularly investigated how nurse leadership approaches affected ICU quality standards.

Quality metrics are greatly influenced by nursing leadership; this is especially crucial when trying to raise the welfare of the nursing staff or use fresh techniques of treatment (4). There is much literature on successful nurse leadership ideas and approaches. Three types of leadership theories—transformational,

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[1] KSA, Ministry of Health, Season General Hospital
[2] KSA, Ministry of Health, Al-Jouf Health Pool.

[3] KSA, Ministry of Health, Tabuk Health Cluster

[4] KSA, Ministry of Health, Psychiatric Hospital

[5] KSA, Ministry of Health, Al-Rifaya General Hospital in Jamsh

[6] KSA, Ministry of Health, Al-Eis General Hospital

[7] KSA, Ministry of Health, Sajir GENERAL HOSPITAL

[8] KSA, Ministry of Health, Arada Hospital and Mental Health In Jazan

[9] KSA, Ministry of Health, Tuwaiq General Health Center

[10] KSA, Ministry of Health, King Saud Medical City

transactional, and laissez-faire—are especially related, according to Bass and Avolio (5), to methods of leadership. The Full Range of Leadership Modeling (FRLM) is constituted by this range of leadership approaches. Extensive research and regular citation of the transforming leadership (TL) style as the most preferred and desired leadership style in nursing and other fields (6, 7) have shown Individual attention, intellectual stimulation, inspiring motivation and idealistic influence define TL (6). Another often-used leadership style is transactional leadership (8); it is distinguished by management by exception and dependent compensation. Open-minded leadership, honest management, resonant management (9), interpersonal, circumstances, or task-focused management, and situational management (10). Certain care environments have also seen the Laissez-faire leadership approach marked by the superior's prevention and inactivity while subordinates are feeling an emergency need for leadership. An inclusive leadership style that incorporates traits of different leadership paradigms is authentic leadership. True management is a framework of character traits based on which one fosters ethical surroundings and good psychological capacity (11).

Leadership approaches directly and indirectly influence quality standards. Innovative management is linked, according to Wong and Cummings (12) to lower negative patient events and higher patient satisfaction. While discordant leadership styles are linked with negative effects on nursing employees and working circumstances, revolutionary and honest leadership styles are linked with the accumulation of nursing employees and dynamic work circumstances (4). Although task-oriented approaches lower satisfaction among nurses, McCay et al. (10) found that interpersonal leadership traits help to increase nurse happiness as well as retention.

In certain care environments, nurse leadership affects patient outcomes. Five nurse leadership styles—high resonating, slightly resonant, combined, slightly inconsistent, and high dissonant—were evaluated in 2010 by Cummings et al. (13) about patient death rates in acute care environments. The study showed that nurse leadership styles independently correlated a 30-day patient mortality. Two styles had the lowest thirty-day mortality: discordant and high-resonant management techniques (imaginative, coaching, social as well as constitutional) (Cummings et al., 13). Likewise, a 2013 analysis by Wong et al. (14) revealed a correlation between patient mortality and leadership.

Standards in Intensive Care Facilities

Impact evaluations of improvements in patient care focus on quality indicators, which also specify quality and cost objectives (15). The Donabedian (16) medical care quality simulation holds that structural, process, and outcome measurements are three forms of quality assessments for health care. Structural measurements concern skilled and organizational capacities as well as the medical data management systems employed for medical treatment. Professional and organizational tools related to the delivery of care consist of personnel qualifications and facility running capabilities. Structural measures center on many resources, including intra-hospital telemedicine services spanning the ICU and other departments (17). Process metrics in the ICU involve nursing-sensitive quality measures, doctor knowledge, and ICU tools required for operation execution (18, 19).

Outcome metrics show modifications in the medical condition of persons, groups of individuals, or populations resulting from a range of institutional and procedural strategies. Significant outcome indicators are staff performance, death, readmission, family, and patient knowledge. In ICUs, outcome measures include mortality, results of infection control, avoidance of gastrointestinal bleeding along with pressure ulcers, sepsis incidence, bloodstream infections caused by central lines, ventilator-acquired pneumonia (VAP) as well as catheter-related infection of the bloodstream (20, 21). Staff outcomes in the ICU include work satisfaction, productivity, and morale (4).

Though most people agree that the standard of care is influenced by leadership, few research has looked at nurse leadership in ICUs and how it affects the quality of measurements. Improving the quality of health care as ICUs grow depends on an awareness of how qualities associated with leadership affect quality assessments. Furthermore, present initiatives for quality enhancement in health care seem to lack a significant presence of nursing leaders; they tend to be limited to very generic actions that do not make use

of their ability to increase competitiveness. Healthcare executives have to go beyond the growth of ICUs to create strong leadership practices. This has to be based on data on how nurse leadership affects standards of quality. Investigating nurse leadership strategies and their effects on ICU quality standards is thus obviously vital. Examining how nurse leadership approaches affect quality metrics in ICUs was the goal of this paper.

Search Methodology

Following studies in the Cumulative Index of Nursing and Allied Health Literature (CINAHL), Scopus, PubMed/MEDLINE, ProQuest, Google Scholar, as well as the Cochrane Library

Nursing Management Methods in Medical Centers

Among the management styles noted were those of Bass and Avolio's (5) fundamental approach, thoughtful management, Kouzes and Posner's management framework, and absentee management. One research pointed up the transformative leadership paradigm (1). From nurses in an elderly ICU, the authors emphasized the five leadership qualities: resulting by instance, interaction, capacity to think beyond the management square understanding your personnel, and crisis intervention. Boyle et al. (22) found that critical care nurses' intention to remain in their employment is directly affected by management's capacity to handle issues and control others by reward and punishment as well as by noticing the impact of the leader on how staff members execute their work. Moneke and Umeh (23) look at how the work satisfaction of critical care nurses varied depending on leadership. Investigated were the five techniques of excellent leadership proposed by Kouzes as well as Posner's management framework (simulation of the path, motivating a common vision, questioning the process, empowering other individuals to act, and promoting the heart).

Four studies (24-27) did not focus on particular leadership theories but rather on the traits of the leaders. In three facets—communication, mentorship, and planning—Rouse (25) looked at the involvement of nurse leaders. While inept leaders are seen as inconsistent, incorrect, and confusing whether engaged in interaction, mentoring, or organizing, absentee administrators have little or no participation in these areas (25).

Bratt et al. (24), Pollack et al. (26), and Vogus and Sutcliffe (27) did not separate distinct leadership traits that would be connected to a given leadership philosophy. Still, these studies emphasize key leadership qualities. The study conducted by Bratt et al. (24) emphasized the importance of effective leadership, including collaborative management and nursing management that is viewed as helpful. Nurses discover it essential to have leaders who get rid of obstacles and guarantee the resources necessary for the provision of quality care, as this fosters a harmonious workplace in which they can collaborate efficiently with other health professionals.

According to Pollack et al. (26), trustworthy leaders provide an environment that improves the results of safety planning on patient safety. For instance, when nurses trust their bosses, conversations about mistakes and lessons gained from them are encouraged. Vogus and Sutcliffe (27) demonstrated a correlation between clinical results and management qualities including the honesty and fairness of the leaders.

Effect of ICU Quality Measurements on Nurse Leadership Approaches

Three categories of quality metrics—outcome measures, structural measures, and process measures—separated the effects of nurse leadership styles on ICU quality indicators. The effect of nurse management on measured outcomes emerged as the most often investigated topic in research. Among the factors examined were how nurse leadership affected staff performance—job happiness, intention to remain. Two research noted a correlation between work satisfaction and nurse leadership (23).

Outcome indicators recorded across studies encompassed nurses' desire to continue on employment, job fulfillment, medication mistakes, and the prevalence of periventricular/intraventricular hemorrhage and

periventricular leucomalacia (PIVH/PVL). Four research examined how outcome measures and leadership styles interacted. Leadership affected job fulfillment, prescription errors; periventricular/intraventricular bleeding as well as periventricular leucomalacia (PIVH/PVL) prevalence in newborn intensive care settings (23, 27).

Boyle's (22) research found that the traits of the leaders explained 12% of the variation in nurses' intention to remain. Higher believed leader's impact on how nurse practitioners do their duties, the manager's capacity to handle issues, and the use of incentives and punishment considerably impact the intent of nursing staff to remain employed (22). According to the results of Bratt's (24) research, a cohesive work atmosphere results from nursing leadership seen as helpful. The study by the writers also showed how indirectly nurse leadership affects job happiness as it is so important for preserving a harmonic workplace.

The 2013 Moneke and Umeh (23) study found that job fulfillment of critical care nurses showed a positive, highly significant correlation with the traits of outstanding management (such as., administrators who emulate the way, inspire a common objective, allow others to take action and leadership challenging the process). However, later research by Moneke and Umeh (23) revealed a modest but substantial link between job fulfillment and administrators who question the system. Reported medication mistakes in ICUs show a significant positive correlation with the trustworthy leadership style, according to Vogus and Sutcliffe (27). Furthermore, linked to the frequency of PIVH/PVL in newborn intensive care units (NICU) was management between nurses in the unit (26).

One research (25) looked at how structural measures related to leadership. According to Rouse's research (nurses' productivity and morale), organizational resources and facility operational capabilities define the measure found there. Absentive leadership lowers nurses' productivity and morale, but active supervisor engagement has good impacts on organisational results, according to Rouse's (25) analysis of responses to ineffective nurse leaders' participation in an ICU.

Leadership is essential for the provision of qualitative care that is both safe and evidence-based (28). The study revealed that ICU nurse leaders use many leadership philosophies. Those that show thoughtful leadership and transformative and exceptional leadership styles may help to improve nursing workforce results including job satisfaction and intend to remain (25). Maintaining a steady cadre of nurses in intensive care units calls for lower workplace stress and job fulfillment; these factors are related to the intention to remain. Likewise, some writers have maintained that the nurse–nurse interaction—which significantly affects nurses' work satisfaction—is mostly dependent on nursing leadership (29). Therefore, one of the most important work-motivating elements that advances occupational well-being is nurse leadership (29).

Higher work satisfaction was linked to both thoughtful and excellent management (23). Leadership actions that inspire and value staff members help to create an atmosphere where staff nurse-level decision-making is encouraged and where information is communicated efficiently. Transformational leadership was found elsewhere to be the most successful approach to management about its influence on the working environment and the healthcare personnel (30). Usually, this helps one to inspire respect and confidence as well as to create a shared vision or objective (31). By adopting transformative knowledge—a fundamental element of the successful practice collecting—transformational leaders also enhance care (32).

Evaluating the quality of treatment mostly depends on analyzing elements related to outcome assessments. One research (27) included in this analysis shows that medication mistakes correlate with leadership styles. Since they are very widespread in ICUs, medication mistakes are a major outcome indicator (33). Furthermore, established are the need for justice and honesty for discriminating trends in the incidence of pharmaceutical mistakes (27). Evaluating pharmaceutical mistakes therefore calls for a methodical and constant assessment process that stresses avoiding future events of errors rather than penalizing previous incidents; this kind of strategy is typical of trusted management (27). It is currently unknown, nevertheless, how different leadership approaches affect the frequency of drug mistakes. As such, further research on the processes by which leadership styles affect the frequency of drug mistakes is necessary. Still, this study revealed that medication mistakes in the ICU and trustworthy leadership are favorably connected (27). This may be explained by the role leaders play in arranging and encouraging a conducive atmosphere in nursing

homes (34). Particularly, if they respect their leaders, nurses are more inclined to follow safety policies and practices. Likewise, several research shown that trustworthy leaders improve safety practices including questioning present procedures, talking about mistakes, and using strategies to stop their recurrence (27, 35).

In this study, a noteworthy contribution to the research on leadership is the evidence for confidence in management and its correlation with recorded medication mistakes. Based on the kind of included data, our results conclude on management kinds that are favorably correlated with different outcomes and structural metrics. Out of the six quantitative research (24, 25, 27), five used multivariate statistical analysis. Establishing the degree of a framework's fit with scientific information and variable prediction capacity depends on this. These investigations therefore exactly indicated links among managerial approaches and evaluated quality criteria. Most studies also came out as either high or satisfactory. The results of this research will be valuable for the training, verification, hiring, choosing, employment, and continuing growth of nurse managers in ICUs as well as different environments. One important restriction of this analysis is that it relies on only seven pieces of research; additionally, the investigations were carried out in industrialized nations. This indicates an obvious need for further study on nurse managerial approaches and their influence on quality measurements in ICUs as it leaves a void on nursing management from ICU environments in low- to mid-income settings.

Consequences for Nursing Management

The findings of this study confirm the possibilities of nurse leadership approaches on ICU quality results. Improved standard of care in ICUs is guaranteed by nurse leaders using transformative and trustworthy leadership styles as well as compassionate, moral leadership. Furthermore, the good leadership styles found in this study should be taken into account in preparing contemporary nurse leaders capable of transforming and empowering the nursing field. Modern nursing leadership calls for organizational support and leadership development in the old leadership forms. This is desperately required to fulfill the growing demand for high-quality ICU treatments.

Conclusions

This study underlined different leadership approaches, their qualities, and their relationship with quality criteria in ICUs. Among the recognized leadership theories were those of transformative leadership by Bass and Avolio, thoughtful management, excellent leadership, trustworthy leadership, and absentee leadership. Organized under the three groups of quality measurements, relational trends in nursing management and performance strategies exposed interesting results. Research revealed a relationship between structural parameters and nurse leadership as well as among them and outcomes. A little previously published study in this field was discovered; in fact, none of the studies detailing the link between nurse management and process results existed. Few studies have also shown the correlation between structural measures and nursing leadership about outcome assessments. Most of the existing studies on leadership styles provide little understanding of structural aspects. One research on nurse leadership and structural results restricts the generalizations one can get from a single study. Weaknesses in the seven-research included in the review have a bearing on study designs and cross-sectional designs impede causality interpretation. More focused research using various approaches is required to evaluate the effect of managerial approaches on quality criteria in urgent care environments.

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دور التمريض في إدارة تعفن الدم في وحدات العناية المركزة: مراجعة شاملة لأساليب القيادة واستراتيجيات التعاون

ملخص

الخلفية :تحتاج معالجة تعفن الدم في وحدات العناية المركزة (ICUs) إلى قيادة قوية وأفعال تمريضية جيدة. تعفن الدم مرض خطير يتطلب علاجًا سريعًا ومنسقًا لتحسين نتائج المرضى.

الأساليب :تراجع هذه الدراسة بشكل منهجي الأبحاث المنشورة حول كيفية تحكم الممرضين في تعفن الدم في وحدات العناية المركزة. تم البحث بشكل شامل في العديد من قواعد البيانات للعثور على أبحاث حول ممارسات التمريض وأساليب القيادة وتأثيرها على نتائج المرضى والتحكم في تعفن الدم.

النتائج :يتضح أن جودة الرعاية في علاج تعفن الدم تتأثر بشكل كبير بقيادة الممرضين. تساعد بشكل خاص أساليب القيادة التحويلية والحقيقية في زيادة تعاون الفريق، والتواصل، والالتزام بالتوصيات العلاجية من خلال تأثيرها. علاوة على ذلك، ثبت أن استخدام الإجراءات القياسية لعلاج تعفن الدم مع التعليم والتدريب المستمر لفريق التمريض يساهم في خفض معدلات الوفيات وزيادة رضا المرضى.

الخلاصة :تعد مهارات القيادة والقدرات السريرية للممرضين ضرورية في إدارة تعفن الدم في وحدات العناية المركزة. تحسين القيادة التمريضية بالتنسيق مع التخصصات الأخرى يعزز جودة الرعاية المقدمة للمرضى المصابين بتعفن الدم. يجب أن تركز الدراسات المستقبلية على إنشاء وتقييم مبادرات تطوير القيادة للممرضين لتعظيم التحكم في تعفن الدم في بيئات العناية الحرجة.

الكلمات المفتاحية :نتائج المرضى، نهج متعدد التخصصات، وحدات العناية المركزة، إدارة تعفن الدم، قيادة التمريض.