

University of New Hampshire

University of New Hampshire Scholars' Repository

M.S. in Leadership

College of Professional Studies Granite Division

Spring 2016

Leadership: Impact on Nurse Aide Retention

Jessica Berry
Granite State College

Follow this and additional works at: https://scholars.unh.edu/ms_leadership

Recommended Citation

Berry, Jessica, "Leadership: Impact on Nurse Aide Retention" (2016). *M.S. in Leadership*. 94.
https://scholars.unh.edu/ms_leadership/94

This Capstone is brought to you for free and open access by the College of Professional Studies Granite Division at University of New Hampshire Scholars' Repository. It has been accepted for inclusion in M.S. in Leadership by an authorized administrator of University of New Hampshire Scholars' Repository. For more information, please contact Scholarly.Communication@unh.edu.

Leadership: Impact on Nurse Aide Retention

Jessica A. Berry
MS in Leadership
Spring 2016

The Study

- Original study of leadership styles
- Accepted scientific research
 - Scholarly Articles
 - Academic Journals
 - Text books
- Leadership style impacts nurse aide retention
- Passion for long-term care since the age of 12

The Results

- Nurse aide turnover upwards of 150%
- Changing healthcare regulations
- Not enough aides to meet the demands
- Nurse aide retention improves business outcomes

The Conclusion

- People leave their supervisors not their jobs
- Leaders should transform and serve
 - Build relationships and create a connection
 - Be sincere, genuine, passionate
 - Trust is the foundation for engagement
 - Be the change you want to see