

NR 703 Week 4 Discussion; Leading Through Innovation - Propose how the use of adaptive leadership

Purpose

The purpose of this discussion is to explore leading through innovation, creating new opportunities, and leveraging the creativity of others.

Instructions

For this discussion, review the Week 4 lesson and construct and explain a strategy for one (1) of the following:

1. Create an environment that fosters innovation and creativity.
2. Propose how the use of adaptive leadership will affect your leadership identity.
3. Identify how you could improve your leadership communication across interprofessional teams.

Construct your responses using the CARE Plan method.

Please click on the following link to review the DNP Discussion Guidelines on the Student Resource Center program page:

- [Link \(webpage\): DNP Discussion Guidelines](#)
- [Links to an external site.](#)

Answer:

1. Propose how adaptive leadership will affect your leadership identity.

According to Kluski et al. (2020), Ron Heifetz and Martin Linsky developed the framework of adaptive leadership over thirty years ago at Harvard. They identified a critical shortcoming in leader's efforts to use transformational leadership to inspire change. They determined that there is a distinction between adaptive problems and technical problems, and they must be approached differently. Technical problems can be managed with technological fixes or programmatic solutions, whereas adaptive challenges may require changes in thinking patterns, creative solution approaches, etc. In short, adaptive challenges require adaptive leaders because technical expertise cannot solve them alone. Ultimately adaptive leadership is approaching problems and leading others collaboratively and responsively. It allows for fluidity and flexibility in one's leadership style, helps solve problems, and promotes anticipation, articulation, adaptation, and accountability (Boyar et al., 2023). An adaptive leadership style allows nursing leaders to draw from multiple leadership theories, concepts, and approaches to meet personal, professional, and