

# Leadership: Impact on Nurse Aide Retention

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# 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