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Innovating nurse leadership: Enhancing organizational culture and patient-centered care in Swedish healthcare

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Statement: As healthcare systems worldwide face increasing pressure due to demographic shifts and resource constraints, effective nursing leadership is paramount to improving patient care and workforce morale. In Sweden, nurse leaders are at the forefront of driving organizational change, yet there is limited research on how specific leadership strategies affect organizational culture and patient-centered care. This study explores innovative leadership practices implemented across multiple Swedish healthcare settings, focusing on improving organizational culture and ensuring a patient-centered approach in everyday practice.

Methodology: This study employed a mixed-methods design across three major hospitals in Sweden. Data were collected from 400 nursing staff through pre- and post-program surveys, interviews, and focus groups. The leadership intervention included leadership development workshops on patient-centered care, inclusive decision-making, and communication. Additionally, nurse leaders implemented continuous feedback mechanisms and team-building exercises aimed at fostering a supportive work environment. The data were analyzed using both statistical techniques (e.g., paired t-tests) and qualitative coding to identify emergent themes.

Result: Results showed a 25% improvement in team collaboration and a 20% increase in nurse job satisfaction post-intervention. Notably, patient satisfaction scores increased by 15%, demonstrating the positive impact of leadership-driven organizational culture changes on care delivery. The qualitative data indicated that nurses felt more valued and empowered, which translated into higher engagement and better patient care outcomes. Furthermore, leadership behaviors such as active listening, empathy, and shared decision-making were identified as key drivers of these improvements.

Biography

Ingrid Karlsson is a Professor of Nursing Leadership at the University of Gothenburg and an experienced nurse leader in Sweden's public healthcare system. With over 25 years in the field, Dr. Karlsson's research focuses on leadership development, patient-centered care, and workforce dynamics in healthcare. She has led national initiatives in Sweden aimed at improving nursing practices and organizational culture through evidence-based leadership strategies. Dr. Karlsson is a well-respected speaker at international nursing conferences and has published numerous articles on leadership models and care delivery improvements.

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