

Abstract

Nursing Leadership as a Strategic Lever for Organizational Innovation and Professional Commitment

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Introduction. Contemporary healthcare systems require nurses capable of exercising effective leadership at both clinical and organizational levels to support innovation and respond to increasingly complex healthcare needs. Nursing leadership represents a strategic lever for the evolution of care models and for strengthening professional and organizational commitment, both of which are essential to healthcare quality and sustainability. The aim of this contribution was to explore the relationship between nursing leadership and professional and organizational commitment, examining continuing education as an enabling factor and considering its implications for care models, continuity of care, and multiprofessional integration.

Methods. A theoretical-professional analysis was developed from nursing management experience and integrated with scientific literature and national and international institutional documents. The analysis focused on three areas: the relationship between transformational leadership and commitment, the role of continuing education as an enabling factor, and the expression of leadership within care models and professional integration processes.

Results. Transformational leadership was associated with stronger professional commitment, expressed through professional identity, autonomy, and advocacy, and with organizational commitment, reflected in adherence to organizational values and objectives. Roles such as case manager and care coordinator emerged as expressions of distributed leadership across the care continuum, supporting holistic patient management, coherence of interventions within multiprofessional teams, and the identification of reference professionals for patients and families.

Discussion. Investing in nursing leadership may simultaneously strengthen professional commitment and the quality of care models. Higher professional and organizational commitment appears to be associated with a greater propensity to exercise leadership in clinical practice, with potential effects on innovation and continuity of care. Targeted educational pathways and organizational models that recognize leadership roles across the care continuum therefore represent priorities for contemporary healthcare organizations.

Keywords: Nursing Leadership, Professional And Organizational Commitment, Continuing Education

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