

Clinical Trial Protocol

Iranian Registry of Clinical Trials

26 May 2026

Investigating the impact of management coaching on psychological empowerment of nursing managers

Protocol summary

Study aim

Investigating the impact of management coaching on psychological empowerment of nursing managers

Design

Interventional, with a pre-test and post-test plan with control and test groups on 99 people, random allocation using lottery

Settings and conduct

This study will be conducted on the nursing managers of Shohada Khalij-fars Hospital, Genaveh Amiral Mominin Hospital, Borazjan Shahid Ganji Hospital and Kangan Imam Khomeini Hospital. In this study, in the intervention group, management coaching is held for an average of 6 hours, in the form of a workshop and in the form of lectures and educational media.

Participants/Inclusion and exclusion criteria

Entry requirements: Having at least a bachelor's degree or higher Having at least 6 months of work experience in nursing management (supervisor, supervisor and matron) Declaration of their written readiness to regularly participate in the training program Non-entry conditions: Participation in similar training courses

Intervention groups

Intervention group: In this group, management coaching is held for an average of 6 hours, in the form of workshops and in the form of lectures and educational media. Control group: There is no intervention in this group.

Main outcome variables

Psychological empowerment

General information

Reason for update

Acronym

IRCT registration information

IRCT registration number: **IRCT20230514058185N1**

Registration date: **2023-05-23, 1402/03/02**

Registration timing: **prospective**

Last update: **2023-05-23, 1402/03/02**

Update count: **0**

Registration date

2023-05-23, 1402/03/02

Registrant information

Name

Soraya Fadaee

Name of organization / entity

Country

Iran (Islamic Republic of)

Phone

+98 21 81631

Email address

sorayafadai20@gmail.com

Recruitment status

Recruitment complete

Funding source

Expected recruitment start date

2023-06-20, 1402/03/30

Expected recruitment end date

2023-09-21, 1402/06/30

Actual recruitment start date

empty

Actual recruitment end date

empty

Trial completion date

empty

Scientific title

Investigating the impact of management coaching on psychological empowerment of nursing managers

Public title

The impact of management coaching on empowerment of nursing managers

Purpose

Education/Guidance

Inclusion/Exclusion criteria

Inclusion criteria:

Having at least a bachelor's degree or higher, Having at least 6 months of work experience in nursing management (superintendent, supervisor, and matron) Declaring their written readiness to regularly participate in the educational program

Exclusion criteria:

Participation in similar training courses

Age

From **30 years** old to **65 years** old

Gender

Male

Phase

N/A

Groups that have been masked

No information

Sample size

Target sample size: **99**

Randomization (investigator's opinion)

Randomized

Randomization description

Simple randomization, using lottery In such a way that if the person leaves the lottery first, will be in the intervention group and the second lottery will be in the control group.

Blinding (investigator's opinion)

Not blinded

Blinding description

Placebo

Not used

Assignment

Parallel

Other design features

Secondary Ids

empty

Ethics committees

1

Ethics committee

Name of ethics committee

Ethics Committee of Tehran University of Medical Sciences

Street address

Keshavarz Blvd

City

Tehran

Province

Tehran

Postal code

1417653761

Approval date

2023-05-02, 1402/02/12

Ethics committee reference number

IR.TUMS.FNM.REC.1402.009

Health conditions studied

1

Description of health condition studied

Psychological empowerment of nursing managers

ICD-10 code

ICD-10 code description

Primary outcomes

1

Description

Psychological empowerment

Timepoint

Before, immediately after and three months after the intervention

Method of measurement

Spritzer and Mishra Psychological Empowerment Questionnaire

Secondary outcomes

empty

Intervention groups

1

Description

Intervention group: In this group, management coaching is held for an average of 6 hours, in the form of workshops and in the form of lectures and educational media.

Category

Other

2

Description

Control group: There is no intervention in this group.

Category

Other

Recruitment centers

1

Recruitment center

Name of recruitment center

Bushehr Shohada Khalij-fars Hospital

Full name of responsible person

Atefeh Esfandiari

Street address

Ayatollah Taleghani Blvd

City

Bushehr

Province

Boushehr

Postal code

7517933775

Phone

+98 77 3345 5375

Email
mpgh@bpums.ac.ir

2

Recruitment center

Name of recruitment center
Genaveh Amir al-Mominin hospital
Full name of responsible person
Mohammad Ali Daryanavard
Street address
Next to the road police
City
Genaveh
Province
Boushehr
Postal code
7517933720
Phone
+98 77 3313 4616
Email
amirhospital.genaveh@gmail.com

3

Recruitment center

Name of recruitment center
Borazjan Shahid Ganji Hospital
Full name of responsible person
Amin Azadfar
Street address
Imam Reza Square
City
Borazjan
Province
Boushehr
Postal code
7517933241
Phone
+98 77 3426 0010
Email
ganjihp@bpums.ac.ir

4

Recruitment center

Name of recruitment center
Kangan Imam Khomeini Hospital
Full name of responsible person
Seyed Ensieh Sajjadizadeh
Street address
Razi St
City
Kangan
Province
Boushehr
Postal code
7517924884
Phone
+98 77 3722 4791
Email
emamkhomeynihp@bpums.ac.ir

Sponsors / Funding sources

1

Sponsor

Name of organization / entity
Tehran University of Medical Sciences
Full name of responsible person
Mohammad Ali Sahraian
Street address
Keshavarz Blvd
City
Tehran
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Tehran
Postal code
1417653761
Phone
+98 21 8163 3619
Email
research@tums.ac.ir

Grant name

Grant code / Reference number

Is the source of funding the same sponsor organization/entity?

Yes

Title of funding source

Tehran University of Medical Sciences

Proportion provided by this source

100

Public or private sector

Public

Domestic or foreign origin

Domestic

Category of foreign source of funding

empty

Country of origin

Type of organization providing the funding

Academic

Person responsible for general inquiries

Contact

Name of organization / entity
Tehran University of Medical Sciences
Full name of responsible person
Fatemeh Hajibabae
Position
Assistant Professor
Latest degree
Ph.D.
Other areas of specialty/work
Nursery
Street address
Keshavarz Blvd
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0098216105400

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f-hajibabae@sina.tums.ac.ir

Person responsible for scientific inquiries

Contact

Name of organization / entity

Tehran University of Medical Sciences

Full name of responsible person

Fatemeh Hajibabae

Position

Assistant Professor

Latest degree

Ph.D.

Other areas of specialty/work

Nursery

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Person responsible for updating data

Contact

Name of organization / entity

Tehran University of Medical Sciences

Full name of responsible person

Soraya Fadaee

Position

Student

Latest degree

Bachelor

Other areas of specialty/work

Nursery

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Keshavarz Boulevard

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1417653761

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Fax

Email

sorayafadai20@gmail.com

Sharing plan

Deidentified Individual Participant Data Set (IPD)

Undecided - It is not yet known if there will be a plan to make this available

Study Protocol

Undecided - It is not yet known if there will be a plan to make this available

Statistical Analysis Plan

Not applicable

Informed Consent Form

Undecided - It is not yet known if there will be a plan to make this available

Clinical Study Report

Not applicable

Analytic Code

Undecided - It is not yet known if there will be a plan to make this available

Data Dictionary

Undecided - It is not yet known if there will be a plan to make this available