



Leadership effectiveness in healthcare

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ABSTRACT

Everyone can be a leader, yet only a select few can become a great leader. Being a good leader isn't something everyone can do. Regardless, the route to leadership is never an easy one. Every effective leader needs to possess and/or work towards their goals. In health care, both leaders and managers rely on skills and the ability to envision a positive future. Ideally leaders have risen to the management or executive level because they've had the ambition to advance their careers. The desire to for self-improvement and a higher level of excellence is an intrinsic trait for leaders. Effective leadership of healthcare professionals is critical for strengthening quality and integration of health care. A good leader is someone who is supposed to inspire others to work together in pursuit of a common goal, such as enhanced patient care. Successful leaders have clear vision; helps encourage other employees to function as team units. Leaders must have strong interpersonal skills to be successful. They must be adept at communicating with each other, with doctors and other staff, with patients and with patients' families. Strong teamwork and communication are both key to providing quality patient care, collaborate with each other on any issues that come up, and be willing to help each other out when things are especially busy. Newly qualified managers are often expected to hit the ground running with no management training. Management skills are as important as leadership skills in addressing some of the failings identified indifferent studies. A management framework is required to provide a consistent approach to management development for all staff in healthcare, irrespective of discipline, role, function or seniority, a great leader is always able to lead a team to success, regardless of the situation that they are facing. However, they have to have the skills and knowledge to be great leaders furthermore they should learn about organizational behaviours and real practices knowing how to modify and improve services. These subjects are interrelated and sometimes over lapping. Leadership has been identified as the panacea for ills facing the health care, but what is the role of management? Day-to-day management of services, resources and staff is the bread and butter of healthcare workers, but this is rarely acknowledged, even by staff. Management skills are valued less than leadership and clinical skills, the future of leadership and management in empirical studies supports this view, suggesting that excellence is needed in both management and leadership. It identifies a correlation between high-quality management and leadership and outcomes such as higher-quality care, better productivity, higher clinical governance scores and fewer patient complaints. It could be argued that, if learning on the job was effective, they would have a more competent and confident workforce. Leadership isn't about the titles, or even the accolades. Effective leadership is much more meaningful, impactful and profound. It's earned and worked for. There is no set formula or step-by-step plan, it depends on the culture and needs of the organization culture and ability. This paper serves and focus on the importance of skills and knowledge that good leaders possess. It's clear that high-quality health services do not happen without a framework that the whole workforce has the leadership knowledge, skills and behaviours needed to improve health and care.

Biography

Musfer Al Shalawi is working in Al Nahda Hospital as Assistant General Director. He has been working as CEO and other administrative positions, responsible for overall business operation development and strategic plans. He has more than 20 years of experience in healthcare management in Government, Private and Overseas Hospital. (New Castle General Hospital UK/Royal London Hospital in UK/Royal Commission Hospital KSA and others). Over the course of the carrier, he has been taken over various roles such as Quality Director/Patient Affairs Director, Project Manager and other Management positions, he was graduated at John Hopkins University, as Quality Specialist. He has been participating in more than 30 international symposium and summits in the healthcare management as a speaker (lecturer) and participant. He is a Member of ISQUA (International Society for Quality in Health Care) and Saudi Management Association.



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