



Leadership Evoking Healthcare Management

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Abstract

Leadership is the working component of any organization, it is the nerve cell for organization to exist, function, progress and flourish by utilizing human and material resources effectively. Hence the study of leadership particularly in the healthcare sector is very important to bring about quality service delivery both in private and public sector. Healthcare leaders will have tremendous impact on the lives of many people around the globe. In any industry where the focus needs to be an optimal medical care at all times, one of the most important factors is effective leadership. When effective leadership is present in healthcare setting, medical teams consistently deliver high quality services and patient care.

Keywords: Healthcare leaders, Effective leadership

Introduction:

Importance of Leadership in health services-

Leadership in any organization is important because it shapes the work practices, work quality and result occurs. Leadership in health services is particularly important because all these factors can ultimately affect patient care and can literally be a matter of health.

1. Encourages continuous skill development:

In a healthcare management setting, the continuous development of the staff skills, knowledge and abilities is vital to ensure that patients receive the very best care facilities. Highly trained staff with up-to-date skills and qualifications are more likely to be equipped with knowledge of current medical practices and how to best handle difficult or unusual cases. Beyond this, the continuous skill development gives medical staff the confidence that they are giving the patient care services best, it also makes them feel valued and their organization deems them worthy of training and development.

2. Ensures that appropriate behaviours are modeled:

Effective leadership in healthcare services is important to ensure that leaders who bring professional and appropriate behavior serve as role models to staff at all times, these professional behaviours should include showing respect for patients and their families, show empathy and follow protocol.

3. Helps encourage a strong team identity:

Large healthcare settings (for eg. hospital and nursing homes) are by nature hierarchical in structure. They mainly consist of many teams; members need to work together effectively to provide exceptional patient care and look after many aspects of patient needs. For this reason, a strong sense of team identity is important, something that effective healthcare management can provide. When healthcare leaders are dynamic communicators, organizers and role models and have a sense of purpose in their team, the healthcare team forms a strong identity. The team also becomes clearer on what good performance looks like and respects the appropriate chain of authority.

4. Encourages safe, high quality and better care for patients:

Effective healthcare management ensures that the best outcome for patients and clients means they receive safe, high quality, concern for others care. Effective leadership in health services ensures this because successful healthcare leaders empower staff to provide the best care by offering support training and actively working to solve problems and overcome challenges. Effective healthcare leaders do whatever is necessary to give their staff the optimal condition to succeed and under these conditions, the staff can deliver the best possible care. Main focus of effective leadership is that on the demand of healthcare related resources for the patient care by staff members or team mates, then at the right time provide the right useful resources is the foremost responsibility for leaders.

5. Employee motivation :



As employees in healthcare settings are the ones who are ultimately responsible for high quality patient care, an essential element of effective healthcare management is ensuring that they stay motivated even in most stressful and challenging situations. From a global perspective, employee motivation in the healthcare sector is above the average. Good healthcare leaders know that they always need to do more and do better with helping their employees feel emotionally committed, this commitment can often be the difference between life and death for patients, contributed to overall patient well being and safety. Effective leaders in healthcare services can help keep their staff motivated by offering above average pay and conditions, if possible and by investing for team development.

6. Quality management in healthcare:

Quality management in healthcare from the delivery clinical care services and effective employee schedule is essential. It can take many different forms from a patient perspective, quality management refers to ensure that all medical care that is provided is accessible, appropriate, available, effective, efficient and safe from a healthcare professional perspectives, quality management refers to have the skills, leadership, team and resources available to provide patients with very best care.

7. Health policies:

Effective healthcare management involves delivering a consistent, easily understood level of care and always taking certain steps in different situations. In a healthcare setting, this framework for what to do and when is best established through a series of health policies. For this reason, the final essential element in health care management is exceptional, well communicated, easy to approach health policies. Health policies should cover situations for eg. what to do in different situations and how to do it as well as degree of authority over certain important decisions and also a health policy may cover steps to be taken when a patient needs critical and life saving care.

Leadership and decision making in healthcare management-

Some leaders have non democratic style making all decisions without consulting their team members, this approach can lead to low moral value and demotivate staff. On the other hand leaders who use a democratic style encourage participation from their team members and tend to have more coordinating employees to develop effective leadership skills, you can –

1. attend seminars or workshops on leadership and management
2. seek feedback from your team members to better understand your strengths and weakness.
3. Develop mentorship relationships with experienced healthcare leaders
4. Practice active listening and empathy when interacting with patients and staff members.
5. Continuously avail opportunities for growth and development-

Making informed decisions in healthcare management, the healthcare industry constantly evolves, so leaders must make informed decisions based on latest information, however making decisions in healthcare is not always straight forward. Several factors can impact decision making such as regulatory compliance, ethical considerations, budget constraints and patient safety.

For eg. a hospital administrator may need to decide whether to invest in new technology that can improve patient outcomes but comes at a high cost. They must weigh the benefits versus the risks to determine if the investment is worth it. To make informed, well thought out decisions in healthcare management, you can-

1. Gather data and consult with experts in the field
2. Consider the decisions impact on all stakeholders including patients, staff members and organization as a whole.
3. Use decision making framework or tools to guide your thought process.
4. Stay upto date on the latest healthcare trends and regulations.
5. Seek input from your team members to incorporate their ideas and opinions into the decision making process.



The term management and leadership are similar. According to Peter Drucker, leadership is doing the right things whereas management is doing things right. Now a days, health care industry is increasingly competitive with the changing environment and the leadership become the pillar for motivating and inspiring change for future leadership is an art of motivating people so that they will try to achieve group goals, this can significantly emphasize on collaboration within organizations so that the leaders and followers can raise each other motivational level and cherishes interdependencies among groups.

Conclusion:

Effective leadership and decision making are critical to the success of any healthcare organization. By developing essential leadership skills, make informed decisions ,build strong teams and activities performed staff motivation, investing in your professional development through training programmes. This can positively impact the lives of patients and healthcare professionals .

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