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Leadership in Healthcare

Part 1

After reading the article by Goleman, the leadership style which I have found most natural for me is coaching leadership. I once used this leadership style when I was assigned the duty of identifying how to prevent medical errors and improve safety as well as patient outcomes. That time, I was working as a departmental manager in the hospital I am currently working in. Since I was the leader, I informed all my subordinates about the need for improving patient outcomes and encouraged as well as inspired the team to be committed to improving patient outcomes. The team started being committed in their work to produce improved patient outcomes. The leadership style that I would be most uncomfortable using in my present work situation is authoritative leadership. I would be uncomfortable with this leadership style because I am working groups of experts who want to have professional and personal growth as well as development. By using this style, I will not be able to achieve the goals of the organization because my subordinates will feel less motivated and valued in their work.

Part 2

Scenario A

In this scenario, I would utilize situational leadership to lead the department to make the budget. I would first focus on the immediate as well as practical needs which have emerged at the time when the organization has to cut its expenditures. This will require me to select some of the employees and notify them about the current situation facing the organization. I will also involve some of the employees to help me in analyzing current problems and to figure out how those problems can be solved.

Situational leadership is the best in this scenario. This is because this approach is very flexible as well as transforms in accordance with the existing clinical setting needs and working requirements (Golman, 2000). This leadership style will require me to modify my abilities and skills according to the needs and requirements of the organization. By using this leadership style, I will be able to analyze the current situation of the company and implement the best strategy in order to get the appropriate or best outcome.

Scenario B

The leadership style that would work best for this scenario is participative or democratic leadership. This ² leadership style allows team members to participate in the process of decision-making. As a consequence, followers or junior employees feel more involved in the management process and more motivated to perform their work efficiently as well as more committed to achieving goals. This leadership style in healthcare enhances participation and engagement of junior workers in the decision-making process of an organization (Golman, 2000).

In order to ensure I choose software that will work best and that will be the most cost-effective as well as easiest to use, I would engage all employees to discuss various new computer software that can help in managing medical records. As a leader, I will collect information and feedback from the employees which will help me find out the best computer software for the organization. By involving the employees to participate in the decision making, this will ensure they are satisfied when using the new computer software (Leadem, 2018).

Scenario C

I would use my skills and abilities in leading the group to ensure they are not resistant to change. I understand that the physician may desire to remain, independent medical group, because they

might fear the uncertainty that might be brought about by the takeover or the sale. As a leader, I would inspire and encourage the physicians to be committed in their work despite the changes that might occur. I would also encourage them to be positive rather negative when performing their tasks (Gopee & Galloway, 2017). I would also encourage them to be focused on the future instead of the present situation.

The leadership style that would work best for this scenario is visionary leadership. This is because this style is focused on transformation and change. Furthermore, this leadership style is much concerned and focused on the future. By using this leadership style, I would encourage the physicians to stay focused on what they want to achieve in future or upcoming years. As a nurse manager, I would motivate the physicians to be committed to achieving their long term goals (Leadem, 2018).

Scenario D

The leadership style that would work best, in this case, is coaching leadership. This style is the best when a leader wants to develop other leaders for the future. This style usually works best in cases when a leader wants to assist teammates to develop lasting personal strengths which will make them be generally successful (Golman, 2000). In this style, the leader focuses on developing the team or the people.

To ensure my trusted subordinate nurse accepts the job, I would encourage her to try the tasks because I understand her strengths. I would work to make her understand her strengths and weaknesses by setting targets for growth and development as well as helping her achieve the goals (Gopee & Galloway, 2017). I will utilize this leadership style in order to groom my trusted subordinate nurse both personally and professionally. I will be focusing on encouraging and

helping her achieve the set target. By doing this, I believe we will be able to achieve the objectives of the organization.

Reference

Golman, D. (2000). "Leadership That Gets Results". *Harvard Business Review*, Vol. 78 No. 2, 78-90.

Gopee, N. & Galloway, J. (2017). *Leadership and Management in Healthcare*. Thousand Oaks, California: SAGE.

Leadem, R. (2018). *8 Most Common Leadership Styles — Which One Are You?* Retrieved from <https://www.business2community.com/leadership/8-most-common-leadership-styles-which-one-are-you-02136922>

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