

# *Health Care Leadership*

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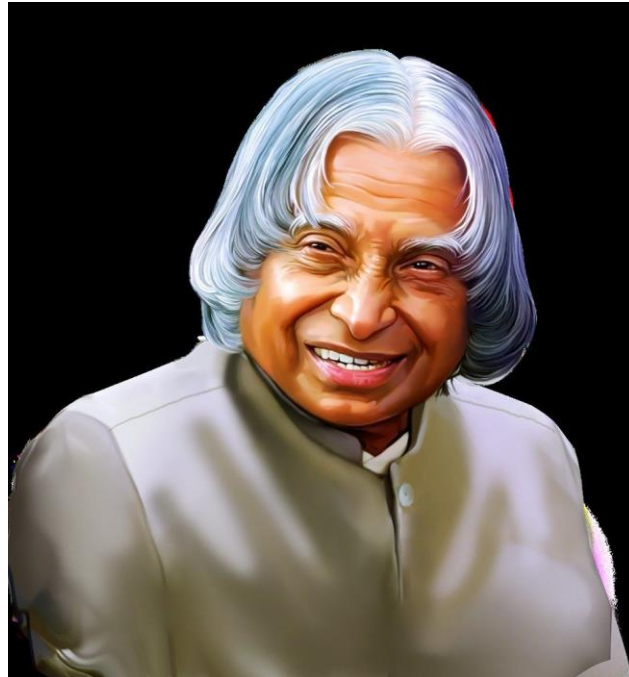
# Who are the leaders

## LEADER AS A PROTECTOR

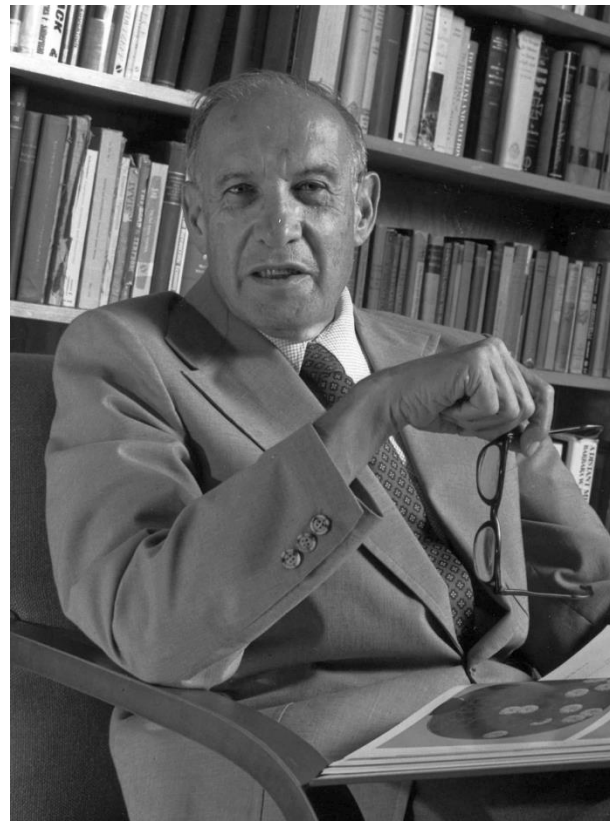


- 201. A petty bogus leaders are filled with fear, suspicion and jealousy.
- 202. A true leader is someone with compassion and he always protect others at hard times.
- 203. A great leader enjoys his subordinate's success.
- 204. The Buddha helped all his followers to win over suffering and protected against endless suffering of "samsara".

*“Whether you want to be you or everybody else”*



<https://youtu.be/7E-cwdnsiow>



**Management** is doing things right,  
**Leadership** is doing right things

*Peter Drucker*

## MANAGER

ADMINISTERS

IS A COPY

MAINTAINS

FOCUSES ON SYSTEMS AND STRUCTURE

RELIES ON CONTROL

SHORT RANGE VIEW

ASKS "HOW" AND "WHEN"

EYE ON THE BOTTOM LINE

IMITATES

ACCEPTS THE STATUS QUO

CLASSIC GOOD SOLDIER

DOES THINGS RIGHT

## LEADER

INNOVATES

IS AN ORIGINAL

DEVELOPS

FOCUSES ON PEOPLE

INSPIRES TRUST

LONG RANGE PERSPECTIVE

ASKS "WHAT" AND "WHY"

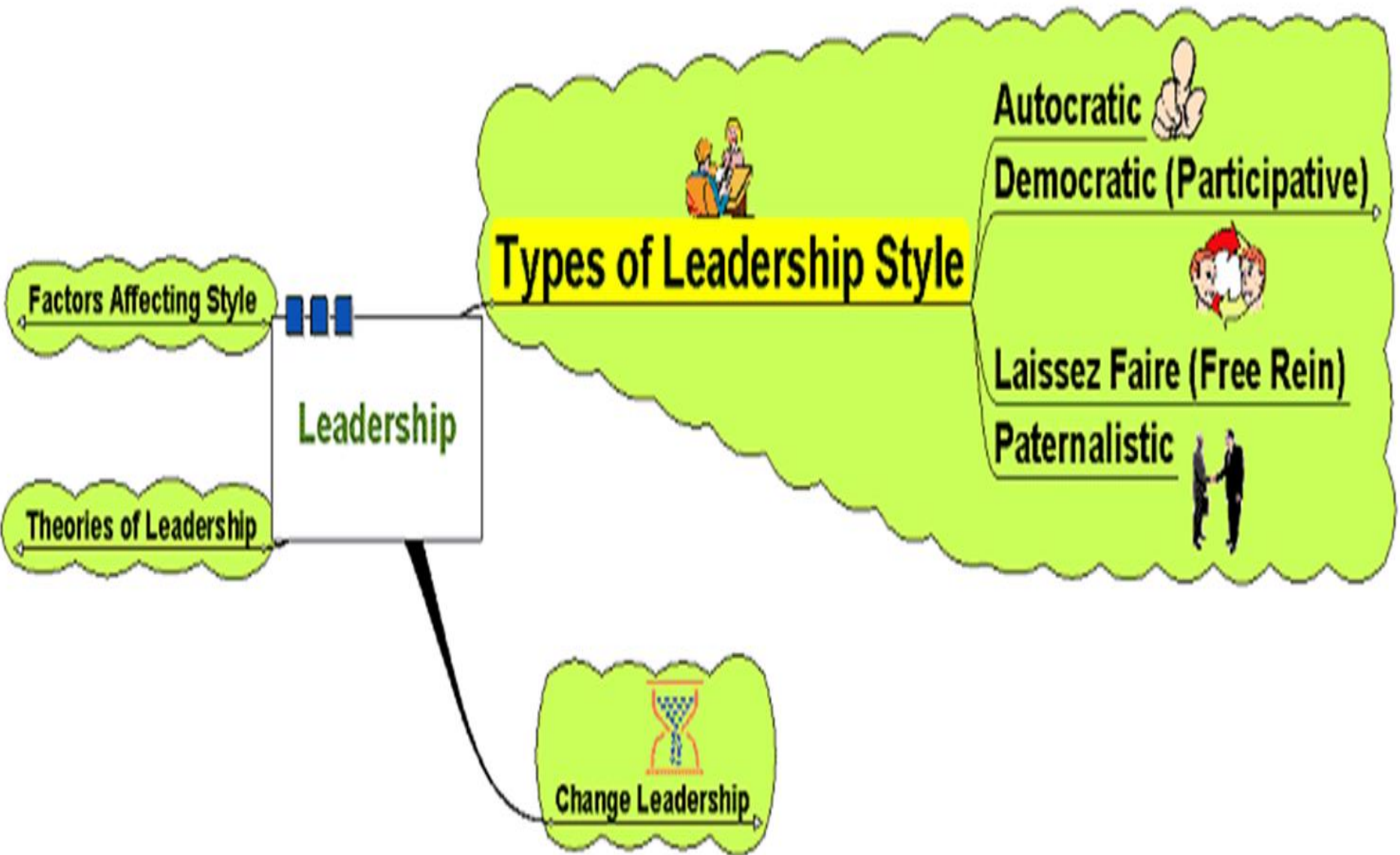
EYE ON THE HORIZON

ORIGINATES

CHALLENGES THE STATUS QUO

IS THEIR OWN PERSON

DOES THE RIGHT THING



## Types of Leadership Style

Autocratic



Democratic (Participative)



Laissez Faire (Free Rein)

Paternalistic



Change Leadership



- Autocratic:

- Leader makes decisions without reference to anyone else
- High degree of dependency on the leader
- Can create de-motivation and alienation of staff
- May be valuable in some types of business where decisions need to be made quickly and decisively

## Democratic:

Encourages decision making from different perspectives – leadership may be emphasised throughout the organisation

**Consultative:** process of consultation before decisions are taken

**Persuasive:** Leader takes decision and seeks to persuade others that the decision is correct

- Democratic:

- May help motivation and involvement
- Workers feel ownership of the firm and its ideas
- Improves the sharing of ideas and experiences within the business
- Can delay decision making

- **Laissez-Faire:**

- ‘Let it be’ – the leadership responsibilities are shared by all
- Can be very useful in businesses where creative ideas are important
- Can be highly motivational, as people have control over their working life
- Can make coordination and decision making time-consuming and lacking in overall direction
- Relies on good team work
- Relies on good interpersonal relations

- Paternalistic:
- Leader acts as a 'father figure'
- Paternalistic leader makes decision but may consult
- Believes in the need to support staff



<https://youtu.be/bSGmlb6k4jM>



<https://youtu.be/ImTjX8u31e8>



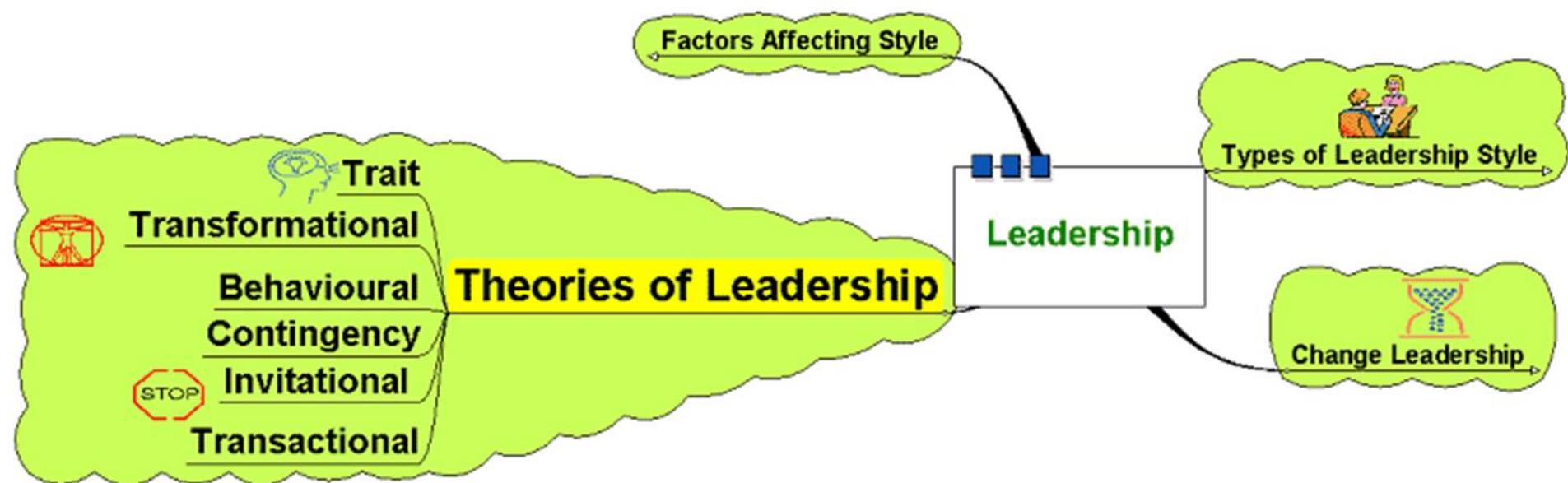
<https://youtu.be/vP4iY1TtS3s>



The best way to find yourself is  
to lose yourself in the service of others.  
— Mahatma Gandhi —



<https://youtu.be/38zAGP85UnI>



- Trait theories:
- Is there a set of characteristics that determine a good leader?
  - Personality?
  - Dominance and personal presence?
  - Charisma?
  - Self confidence?
  - Achievement?
  - Ability to formulate a clear vision?

- Trait theories:

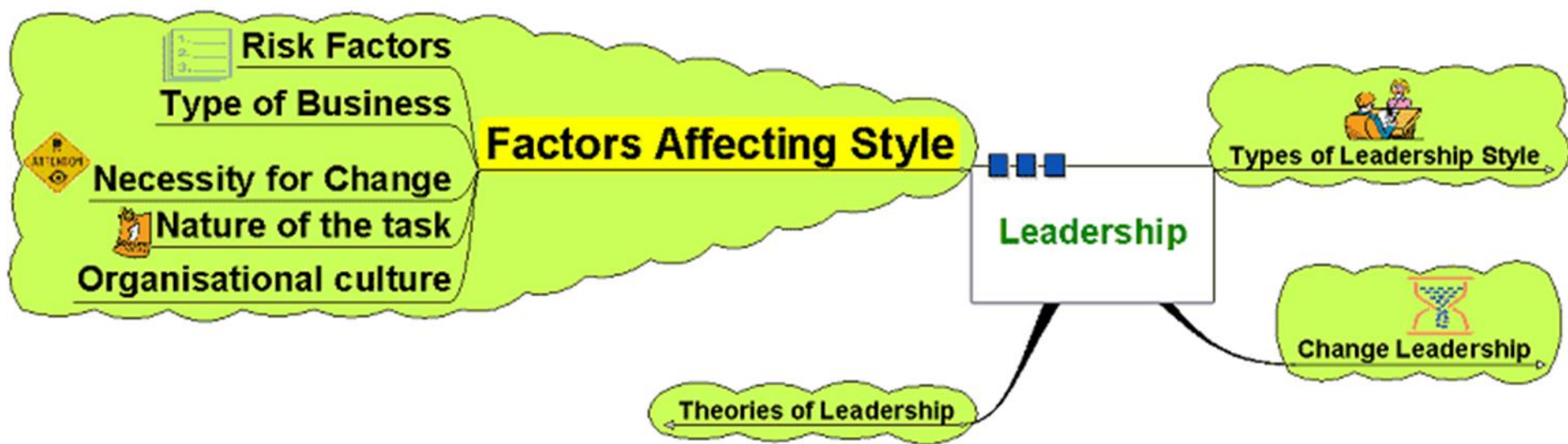
- Are such characteristics inherently gender biased?
- Do such characteristics produce good leaders?
- Is leadership more than just bringing about change?
- Does this imply that leaders are born not bred?

- Behavioural:
- Imply that leaders can be trained – focus on the way of doing things
  - Structure based behavioural theories – focus on the leader instituting structures – task orientated
  - Relationship based behavioural theories – focus on the development and maintenance of relationships – process orientated

- Contingency Theories:
- Leadership as being more flexible – different leadership styles used at different times depending on the circumstance.
- Suggests leadership is not a fixed series of characteristics that can be transposed into different contexts

- May depend on:
  - Type of staff
  - History of the business
  - Culture of the business
  - Quality of the relationships
  - Nature of the changes needed
  - Accepted norms within the institution

- Transformational:
  - Widespread changes to a business or organisation
- Requires:
  - Long term strategic planning
  - Clear objectives
  - Clear vision
  - Leading by example – walk the walk
  - Efficiency of systems and processes



# Leadership Qualities



<https://youtu.be/oTxEAqeeaag>