



# Topic Talks

## Leadership in healthcare

In healthcare, leadership styles have been found to be strongly correlated with quality care and associated measures. Leadership comes in many forms. This week, we will explore what it is to be a good leader

**Research suggests the following competencies are important for leaders:**

- **Technical competence:** wins the respect of followers.
- **Conceptual skills:** understanding the complex environments of organisations
- **Interpersonal skills:** are vital: understanding the needs and feelings of followers

**Research suggests the following behaviours are important for leaders:**

- **Task oriented:** clarifying, planning, monitoring operations, problem solving
- **Relations oriented:** supporting, developing, recognising, empowering
- **Change oriented:** advocating change, envisioning change, encouraging innovation, facilitating collective learning
- **External networking:** external monitoring, representing

## Let's talk

Suggested questions to ask yourself or your peers this week



**How would you rate your level of understanding of this topic?**

Watch a webinar, listen to a podcast, look at the websites. Learn something new.

**What do you think are the top 5 qualities of a good leader?**

Think about how you perceive leaders. What is a good leader to you?

**Leadership qualities are not reserved for those in formal leadership positions - what are some leadership qualities you have?**

Think about those qualities you already have - how can you incorporate them further into everyday practice?

**What are 2 new pieces of information you have learned about the topic this week?**

Think about what you have learned. How can you use this learning going forward?

# Loddon Mallee Activities and Resources



## What's on the Web?



## References:



### Tuesdays@2 Webinar Series

Tuesday 18th May 2pm : Join the webinar via the [Bendigo Health Website](#)

or via zoom <https://bendigohealth.zoom.us/j/93324155450?pwd=Nm9iSUZmSEl4enJHWFRheWRtaTdaUT09>

**Speakers:** Open Office Forum with:

- Chloe Keogh: Director of Clinical Care Swan Hill District Health
- Dallas Coghill: Director Clinical and Community Services, Inglewood and District Health
- TBA

**Topic:** Q&A with Nurses in Rural/Regional Leadership positions

Each speaker will be asked to respond to the following questions:

1. What does good leadership mean to you?
2. Was a leadership position something you always wished to pursue and why?
3. What is one thing you would say to another nurse considering a pathway to a leadership position?

### E-Learning:

- Australian College of Nursing: Leadership Online <https://www.acn.edu.au/leadership/leadership-online>
- Australian Primary Healthcare Nurses Association Leadership in Action <https://www.apna.asn.au/product/detail/259bbc31-4823-e811-80d4-005056be66b1>

### Webcasts:

- Jones & Bartlett Learning (May 10, 2017) Health Care Leadership Webinar [46:18] <https://www.youtube.com/watch?v=cUM27GGGv2c>
- Southern Cross University (Oct 23, 2017) The future of Health Leadership and Management [48:37] <https://www.youtube.com/watch?v=WtHABuYXTyc>
- Jones & Bartlett Learning (Feb 3, 2018) Leadership in Nursing Practice Webinar (specifically for non-managers) [57:01] <https://www.youtube.com/watch?v=O0KpsmkQxYY>

### Podcasts:

- Nurse Leader Network <https://nurseleadernetwork.com/podcast/>
- Nursing Management: Nursing Management Podcasts <https://journals.lww.com/nursingmanagement/pages/podcaststepsisodes.aspx?podcastid=1>

### Web Sites:

- [Australian College of Nursing](#).
- HealthWorkforce Australia - [Health LEADS](#)

- Hargett, C., Doty, J., Hauck, J., Webb, A., Cook, S., Tsipis, N., Neumann, J., Andolsek, K., Taylor, D. (2017) Developing a model for effective leadership in healthcare: a concept mapping approach. Journal of Healthcare Leadership. 9:69-78. Online at <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5774455/pdf/jhl-9-069.pdf>
- HealthWorkforce Australia (2013) Health LEADS Australia: the Australian health leadership framework. <https://www.aims.org.au/documents/item/352>
- Sfantou, D., Laliotis, A., Patelarou, A., Fisaka-Pistolla, D., Matalliotakis, M., Patelarou, E. (2017) Importance of leadership style towards quality care measures in healthcare settings: A systematic review. Healthcare (Basel) 5(4): 73.
- The Kings Fund (2015) Leadership and Leadership Development in Health Care: The Evidence Base. [https://www.kingsfund.org.uk/sites/default/files/field/field\\_publication\\_file/leadership-leadership-development-health-care-feb-2015.pdf](https://www.kingsfund.org.uk/sites/default/files/field/field_publication_file/leadership-leadership-development-health-care-feb-2015.pdf)