

Leadership In Health Care: Learning to Lead

NIHI - McMaster CE Microcredential & Certificate of Attendance Course

Time & Dates

Weekly October 4 - December 10, 2022

12:00 PM ET - 1:30 PM ET

Instructor

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Great leaders, the truly great leaders during war, crises, or other major events, are born not made. They act in situations that others find unfathomable and daunting, they inspire and motivate those around them, they make the hard decisions often of life and death. Churchill, Mahatma Gandhi, Franklin Roosevelt, Queen Elizabeth I, George Washington, Ernest Shackleton...these are the leaders we think of who were in the right place at the right time to lead us to great heights or through tough times. Or in the business or scientific world, we can think of great leaders who have been bold in introducing innovations, taking risks, and transforming society – Alexander Graham Bell, Frederick Banting, Albert Einstein, Alexander Fleming, Steve Jobs, Bill Gates, Elon Musk.

And over the years an entire 'industry' has arisen defining the characteristics of leadership – what is it that all of these leaders have in common? What can we learn from their examples? Various leadership theories and models have been proposed – adaptive leadership, transformational leadership, collaborative leadership – to some extent the 'flavor of the day' in leadership styles and models is extolled and taught in business schools, leadership training programs, professional associations, and executive programs.

But what about the rest – and most - of us? Many 'ordinary' men and women, who are often in a managerial position find themselves needing to lead their employees, colleagues, collaborators every day and provide leadership to accomplish the goals and objectives of their departments, units, or organizations. In the past great distinctions have been made between leading and leaders - a leader is an individual who sets the vision and direction of the organization or a group of people and motivates them toward meeting specific goals and managers – defined as an individual who organizes and develops plans and strategies to deliver results within specific time frames. But at least one management guru, the Canadian business expert, Henry Mintzberg, states that there is often a blurring of management and leadership roles and that "we would not want to have a manager who was not a good leader" (Mintzberg, p. 8). Although the reverse might not be true (i.e. we can have leaders who may not be good managers)!

Are there concrete lessons that can be learned and applied by those who find themselves in positions of authority or leadership over others? Can leadership be taught? Or more importantly, in today's complex environment in healthcare and cross-disciplinary teams can we work together to accomplish our missions and tasks – individuals assuming roles of leadership when and where appropriate?

The purpose of this course is to investigate the nature of leadership, consider what makes a good leader, and investigate the skills needed in leadership, including effective communication, handling conflict, building high-performing collaborative teams, decision-making, setting and achieving a vision and goals.

Upon completion you will be awarded a NIHI - McMaster CE microcredential in Leadership In Health Care: Learning to Lead. A microcredential is a digital badge that can be shared online on a resume, portfolio, or website such as LinkedIn, providing official certification of skills and capabilities

Course Outline

- Session 1 - Introduction & Leadership Basics
- Session 2 - Leadership Basics - Part Two
- Session 3 - Collaboration and Team Building / Team Work
- Session 4 - Communication – within and outside the organization
- Session 5 - Communication – within and outside the organization - Part Two
- Session 6 - The Socially Responsible Organization
- Session 7 - Leadership in Practice – Kouzes & Posner
- Session 8 - Leading the Self and Others
- Session 9 - Leading in a Crisis
- Final Session – Summation & Review

Learning Objectives

- Gain a general understanding of theories of leadership and various leadership styles.
- Understand and apply effective communication skills.
- Describe the characteristics of a high-performing team and the Teams of Leaders approach to team building and collaborating. Use that matrix to build an HPLT
- Healthcare above all other ‘businesses’ or ‘organizations’ is value-driven – both in its outcomes (good outcomes at reasonable cost) and in its focus on the patient (patient-centred care). Consider what social responsibility that a healthcare organization has in dealing with patients, families, communities, and the public at large.
- Understand and practice leading and improving oneself by knowing oneself and defining your purpose, managing a healthy work-life balance, being a life-long learner.
- And More!

Competencies Achieved - Students will be able to:

- Delineate the current leading theories of leadership and leadership qualities
- Develop and deliver a successful communications strategy
- Provide effective feedback to colleagues/subordinates comfortably
- Understand their own conflict management style, recognizing the advantages and disadvantages of their approach, and act on improving their approach
- Demonstrate the steps in building a high performing team and participate in one through the various exercises and simulations given in the course.
- Work ethically and apply principles of accountability in your daily life.
- Incorporate mental health breaks / mindfulness throughout your work day / week.