Leadership & management skills

Objectives:

1. Define leadership
2. Explain the concepts of leadership and management
3. Understand leadership theories
4. Identify the traits and skills of an effective leader
5. Explain the major approaches to leadership
6. Describe the various types/styles of leadership
7. Recognize the many challenges ahead facing leaders in modern healthcare systems

❏ important
❏ original content
❏ only in girls slides
❏ only in boys slides
❏ extra notes
❏ Doctors' notes

Reviewed by Razan AlRabah & Ibrahim AlDakhil

Professionalism
Med438

MED438
KING SAUD UNIVERSITY

Leadership

A function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential (Warren Bennis 1997).
Often considered as the ability to influence a group of people towards the achievement of goals.

CONCEPTS OF LEADERSHIP AND MANAGEMENT

→ Both leadership and management involve influence, working with people, and working to achieve common goals. However, there are some differences:
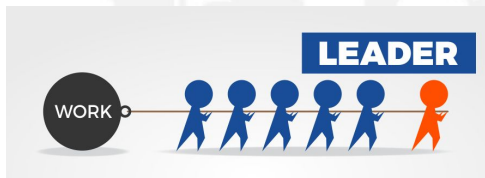
Leadership	Management
Multi-directional influence relation	Unidirectional authority relationship
Focus on people motivation and inspiration	Focus on system and structure; Processes, policy, procedures
Long-term view and goals	Short-range perspectives
Create trust among people	Relies on control of people
Leaders does right things	Managers does things right
Vision-oriented	Task—oriented
Relies on envision and innovation	Administration
Role-models/do right things	Model roles / Do things right
Develop power with people	Exercise power over people
Empowers and inspires people	Ensures that rules are followed

LEADERSHIP THEORIES

01 Great Man Theory
Leaders are exceptional people, born with innate qualities, destined to lead.

02 Trait Theory
Qualities associated with leadership e.g. Honesty

03 Functional Theory
Interaction of task, team, and individuals

04 Behaviorist Theory
Leaders behavior and actions, rather than their traits and skills , e.g. Persuasive, consultative , democratic.

05 Situational/ Contingency Theory
Leadership style changes according to the 'situation' and in response to the individuals being managed - according to their competency and motivation.

06 Transformational Theory
Leaders inspire individuals, develop trust, and encourage creativity and personal growth. Individuals develop a sense of purpose to benefit the group, organization or society. This goes beyond their own self-interests and an exchange of rewards or recognition for effort or loyalty.

LEADERSHIP TRAITS AND SKILLS

Traits	Skills
• Adaptable to situations • Alert to social environment • Ambitious and achievement orientated • Assertive • Cooperative • Decisive • Dependable • Dominant (desire to influence others) • Energetic (high activity level) • Persistent • Self-confident • Tolerant of stress • Willing to assume responsibility	• Clever (intelligent) • Conceptually skilled • Creative • Diplomatic and tactful • Fluent in speaking • Knowledgeable about group task • Organized (administrative ability) • Persuasive • Socially skilled

APPROACHES TO LEADERSHIP
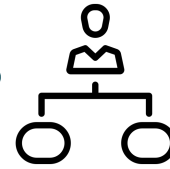
1- The Trait Approach

6 The ability to be surrounded and supported by good people

1 Links a number of qualities to effective leadership

5 The ability to retain good people

2 The ability to build effective learning
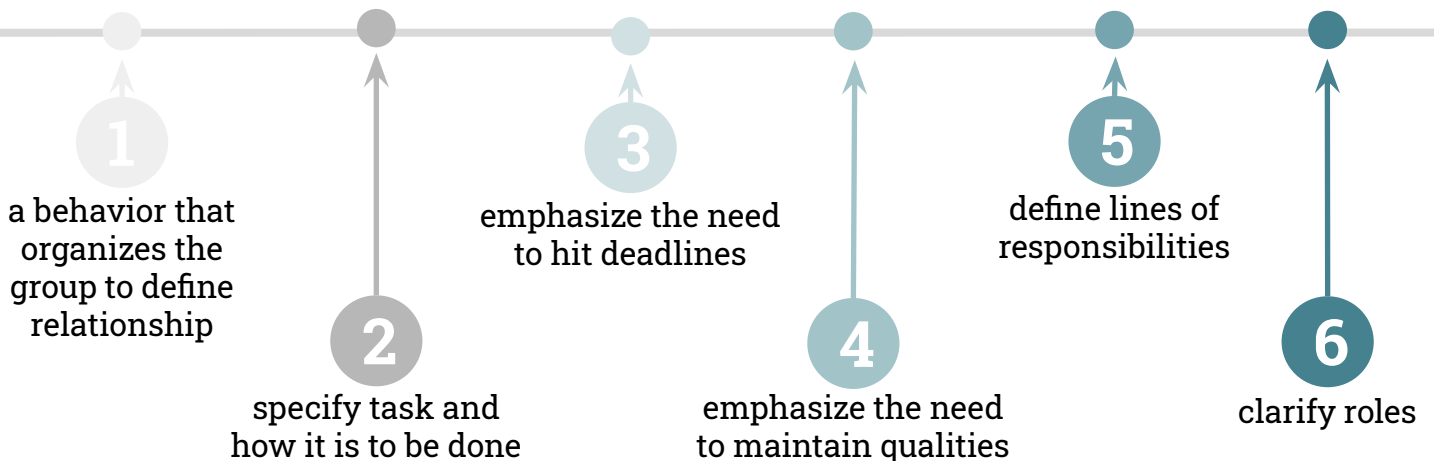
4 The capability to make own decision

3 The ability to listen

2- Attitudinal Approach

- Consideration, showing concern for members of the group

E.G. Giving recognition, nurturing self-esteem, developing mutual trust, inviting participation, etc.

- Initiation of structure

Initiation of structure:

1 a behavior that organizes the group to define relationship

2 specify task and how it is to be done

3 emphasize the need to hit deadlines

4 emphasize the need to maintain qualities

5 define lines of responsibilities

6 clarify roles

TYPES/STYLES OF LEADERSHIP

Visionary Leader
Has a long-term perspective form: mission statements, vision and value.

Transactional Leader
Sets clear goals, understand needs of employees, motivates and rewards.

Integration Leader
Has medium term perspective. Focus on own organization.

Transformational Leader
Involves mutual trust and relationship, shared values and shared vision

Fulfillment Leader
Has short-term perspective.

Charismatic Leader
Attractive character(s) that he/she is distinguished with! e.g. Attractive when he/she talks

Is there a best style of leadership?

Answer: Those who are able to adapt their style to fit the requirement of situations encountered are best leaders.

RECOGNIZING THE CHALLENGES OF LEADERSHIP

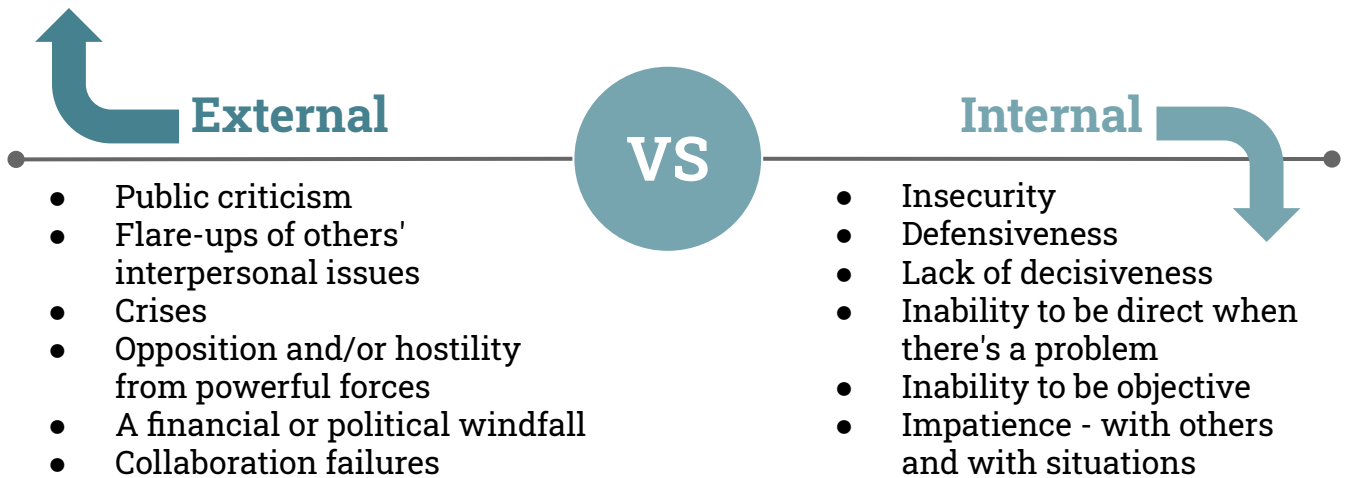## When are the challenges of leadership most obvious?

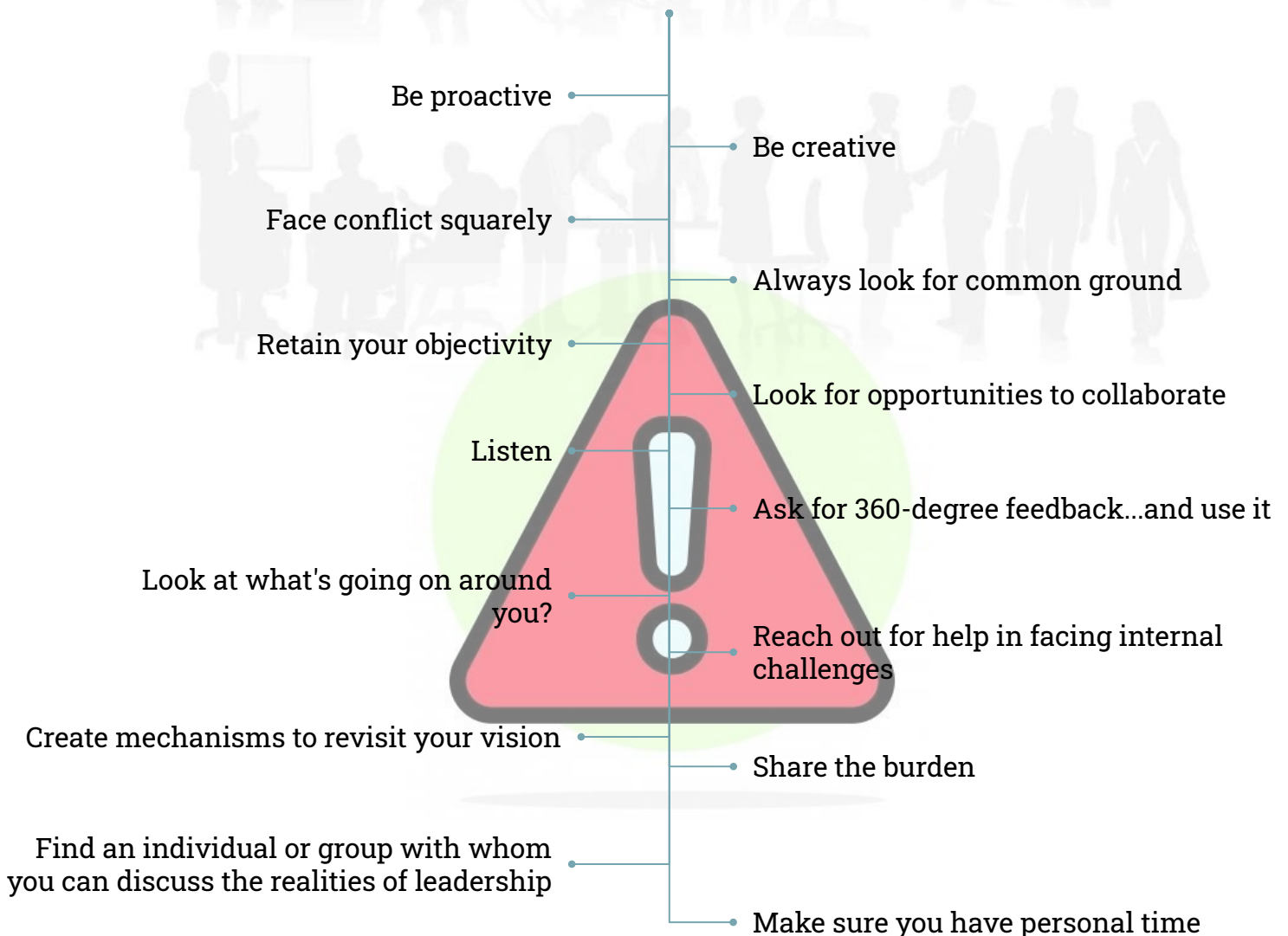When something new is about to start

When something is about to end

When times are tough

During transitions

CHALLENGES TO LEADERSHIP

External VS Internal

External
- Public criticism
- Flare-ups of others' interpersonal issues
- Crises
- Opposition and/or hostility from powerful forces
- A financial or political windfall
- Collaboration failures

Internal
- Insecurity
- Defensiveness
- Lack of decisiveness
- Inability to be direct when there's a problem
- Inability to be objective
- Impatience - with others and with situations

HOW CAN LEADERS COPE WITH THESE CHALLENGES?

- Be proactive
- Be creative
- Face conflict squarely
- Always look for common ground
- Retain your objectivity
- Look for opportunities to collaborate
- Listen
- Ask for 360-degree feedback...and use it
- Look at what's going on around you?
- Reach out for help in facing internal challenges
- Create mechanisms to revisit your vision
- Share the burden
- Find an individual or group with whom you can discuss the realities of leadership
- Make sure you have personal time

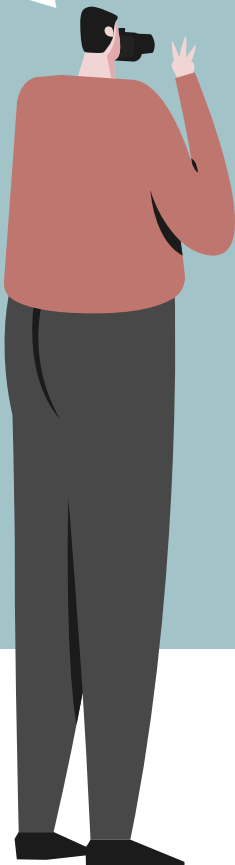# Team leaders

Abdulrahman Bedaiwi

Amirah Al-Zahrani

Team members

- Abdullah Alassaf
- Abdullah Alasmari
- Abdulrahman Almezaini
- Khalid Alkwai
- Mohammed Alhamad

- Deema Almaziad
- 👔 Elaf Almusahel
- 👔 Rema Almutawa
- 👔 Renad Almutawa
- Shahd Alsalamah
- Taif Alotaibi
- Tarfah Alkaltham

Say cheese :)

THANK YOU!

📧 Give us your feedback!