**Leadership**

Introduction

Leadership refers to the ability of an individual to influence a group of people to achieve the set goals for an organization. Effective leadership is crucial in healthcare systems because it enhances innovation, good working environment and motivates the staff to work towards achieving a positive patient outcome effectively. Transformational leadership is entirely the driving force for service delivery in health care organizations (Robbins & Davidhizar, 2020).

Post 1

Good leadership is accredited to the provision of quality services in healthcare. To achieve topnotch health care services, nurses and other healthcare personnel should embrace teamwork, mostly, across clinical, professional and organizational boundaries (Pihlainen et al. 2019). A nurse has two major roles in hospitals. First, being supportive of other staff and the second provision of patient care. In those duties, a lead nurse should be able to work with others efficiently. It is argued that productivity is the primary concept in the health care sector (Barr & Dowding, 2019). Productivity in this situation translates to quality services when it comes to patient care. Disputably, productivity does not depend on how hard individuals work. Rather, meeting the staff needs. This is only attained through good leadership.

Nurse leaders must exhibit good leadership skills that encourage other staff to work together as a team. They should frequently interact with those they are leading so that they can offer their support whenever it is needed (Leclerc et al. 2020). Similarly, nurse leaders should be in a position to exhaust the skills of other staffs for the benefit of the patients. This is achieved if only the leaders give positive responses to work-related performances increasing job satisfaction and boosts staff’s motivation. Good leadership enables healthcare organizations to achieve optimal patient outcomes. This is the main objective of any health care organization (Sfantou et al., 2017).

Challenges in teamwork and communication in health care indicate a major problem of neglected coordination in organizational systems. To manage complex work in health care, the leaders should break it into manageable tasks and delegate some work to the staff. No nurse or doctor can assure the patient the highest standard of health care, nor can they completely protect the patient from potential harms that may come from increasingly complex therapies. Nevertheless, the healthcare system has structured evidence-based practices for managing the teams and coordinating patient care. It should be noted that patients go to health care centres which they have had the expertise and insightful experience. Therefore, the leadership and management of health care centres should enhance standardized healthcare environment which persuades patients to visit them (Hargett et al. 2017). Hence leadership skills that provide advanced patient engagement strategies are demanded by every hospital (Cornell, 2020). Creating a patient engagement culture inspires the team members and increases the odds for the patients.

Post 2

The main objective every good management in healthcare is to produce services in the most efficient, appropriate and effective manner. This is only possible if the right resources, including human resources,-finances and others, are available. Human resources are essential elements in the provision of quality patient care. First, clinically competent nurses, good working relationships, autonomous nursing practise, managerial support and patient-centred are the key components for optimal patient care (Joseph et al. 2019). For instance, good leadership and management are critical for the delivery of quality health services. The two though different in meaning, are similar in some aspects. To be a good manager, you should be a good leader first while being a leader requires you to exhibit good management skills to be effective. Leaders and managers are the most effective human resources in a health care system (Alilyyani et al. 2018).

Leaders carry the vision and communicate what is to be done by the staff (Brown, 2020). They come up with the right strategies for realizing their vision. Besides, they motivate people towards working diligently for the patients. Either, they can negotiate for the resources and offer other supportive services to achieve the goals and objectives of the healthcare system. On the other hand, the managers ensure that the available resources are well utilized to produce the best patient outcome. In health environments where resources are inadequate, the managers should get alternative means to achieve optimum care results.

Provision of quality healthcare also requires availability and accessibility of other resources such as adequate bed capacity, health insurance, and competent nurses, among others (de Zulueta, 2016). These are essential resources in a hospital. Adequate bed capacity, for example, facilitates cleanliness and allows nurses to attend to every patient’s needs efficiently. Health insurance covers health care centres against losses and bad debt. In case a patient is unable to pay the bills. Having health insurance ensures continuity in the provision of services. It keeps the hospital running because it covers up losses and damages. Notably, nurses are a critical part of implementing optimal care. The nurses have the responsibility of making a clinical judgment, clinical decision choices according to the needs of the patient (Nieuwboer et al. 2019). By doing this, they provide high-quality care to the patient leading to positive patient outcome.

Post 3

In health care systems, some innovations are easier to implement and sustain while others are not. Similarly, some changes could look simple but are difficult to implement. For instance, introducing digital health technologies is very vital but could raise some technical or even regulatory issues. In such a situation, the management may consider using their existing technologies to avoid compromising their professional practice (Belrhiti et al. 2018). Likewise, it is important to consider innovation in terms of the implementation process, the target user and the stakeholders, and also the environment where the innovations will be introduced. Besides, what looks like service innovation in particular health care could be an already existing or used in another. This is a challenge to the leaders and practitioners; they should benchmark from other health care systems before implementing some changes in service delivery.

Before incorporating innovations into the system, some factors are important to look into to ensure successful implementation and sustainability in delivering services. Some of them include the availability of resources. Before implementing a change, it is important to determine if resources such as funding, infrastructure, staff and time are present because they are the backbone for any successful innovation. Leadership and management is the second one. It is important to establish if leaders and manager are in support and committed to the change (Aij & Rapsaniotis, 2017). The other most important thing is the adaptation of the innovation to the already existing policies and programs. Finally evaluating the cost-effectiveness and health benefit of the innovation is also very important.

Those factors cannot work alone; they are integrated to bring about desired outcomes. The successful introduction of innovation requires several interventions because they result in significant changes in health care services. Therefore, any innovation should incorporate both political and cultural contexts to enable health organizations to function in new ways. Positive changes are recommendable because they enhance good service delivery which in the end improves the health outcomes, which are the main focus for every health care system.

Conclusion

The above discussion has highlighted the importance of leadership in the healthcare system as well as other components for proper service delivery. It is worth noting that leadership is the primary requirement for the production of efficient and quality services in healthcare.

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