**Effective management in Health**

Executive Summary

Effective management in health is influenced by several situations. Several structures have been put up to ensure that there are aligned strategies to management and maintaining good healthcare conditions. The purpose of effective management is that it builds on to great services and cohesive environments for health care and the processes that come with the same. It is clear that leadership principles are backed up by good and reliable strategies which take a team to build on and be in a position to put them to work. The principles are rooted in various theories that enhance performance and create ultimatums to what necessitates good structures in health and the need for growth. Effective management has a great effect on the environment outside healthcare. These effects will be analysed in the essay line with leadership theories to come up with lasting and applicable solutions.

Main Issue: The effect of rising costs on management in health

Rising costs greatly impact patients in healthcare and the healthcare providers. It is a cycle whose effect runs through various sectors to affect a range of people. The perils of finances do not seize and there are increases in deductibles for service providers (Ferlie & Ongaro, 2015). The hospital debts may also force closures leaving an environment that is full of unemployment and little prospect for the future of healthcare. There are several factors that affect healthcare costs, and these are relative to leadership which trickles down to smaller issues with a greater effect on their immediate environments. There are also various treatment categories that are all contributors to rising costs. The growth in population means that there is growth in inpatient care services (Cherry & Jacob, 2016). This growth accounts for several billions of dollars which most healthcare services must cater to in order to provide the best conditions for healthcare.

In this modern era, with the growth of technology and increase in some technologically related diseases, there are conditions that necessitate spending. These conditions include illnesses such as cancer, diabetes, osteoarthritis among others. the complicated nature of these illnesses demands good healthcare and a need to support the health in outrageous ways that necessitate high expenditures (Feldman et al, 2016). Ambulatory care for outpatients is also a cause for rising healthcare. It encourages the use of other services to complete satisfactory delivery of its own services. This is followed by pharmaceutical drugs and their profound costs. In most cases the lower quartile may not afford these drugs (Fitzpatrick et al, 2015). It therefore takes a toll on healthcare to provide alternative solutions that may be equivalent to losses. Overall healthcare costs are on a rise and there is an undying need to come up with relevant and applicable solutions to stop the growth and influence of cost on people’s livelihoods and environments.

Analysis of leadership theories in line with health

According to Yoder, (2014) most relevant leadership theory for this case is the transformative theory. This theory focuses on the necessary principles for change in healthcare. The transformative learning theory has been approved as the most effective for health management and healthcare growth (McMurray & Clendon, 2015). Quality and safety are an important part of the growth of healthcare for patients and providers alike. Transformative learning theory equips service providers with new skills, attitudes and knowledge to make relevant progress within the organizations (Kash et al, 2014). This therefore means that errors in line with stressful situations will not occur. Rising costs may negatively affect performance whether consciously or subconsciously.

For this theory to work, there must be an identification of improvement areas in leadership. The first area must be new leadership requirements, followed by evidence-based practice, technology advances and changes in diversity (Anderson et al, 2017). Leadership requirements will solve the issues that trickle down to the rest of the environment to cause big issues on revenue and livelihood. The evidence-based practice must involve refresher training programs to ensure that the service providers are well equipped and with ready solutions to certain problems and problematic areas (Productivity, 2006). The diversity changes are focused on coming up with solutions to the problems and issues that arise from daily environmental changes that take place and affect the healthcare provisions and services provided for patients.

The transformative aspects of leadership necessitate the redesigning of the nurses’ though processes while making them account for ineffectiveness and the challenges that face healthcare. It is clear that the principles that run the transformative learning theory are meant to simply provide an ever-learning platform for practicing staff in the healthcare sector and recreate the efficiency that was once a reliable aspect in the sector (Rosenberg & Ferlie, 2016). Leadership is the basis for transformation in healthcare and a solution for rising costs.

Perspective Viewpoint analysis

The perspective viewpoints in this case are performance and value. Performance management is necessary for the rising information-demands that necessitate complying with legal and consumer-specific needs and wants (Bryson, 2018). The valued contribution in healthcare that allows the providers and management to reach their goals is what defines performance. Performance management in health therefore includes a series of activities that are meant to plan the value creation. Planning value creation ensures that loopholes on performance are sealed by solving all the possible challenges that may arise from healthcare. Once this is done, the necessary action can be taken to control value creation (Ginter, Duncan & Swayne, 2018). Controlling value creation means that a selected set of practices are set aside to ensure that there are no mistakes made in an effort to increase the performance for overall healthcare activities.

Value contribution ought to be measured against the expectations for performance. This is to necessitate any necessary and important actions towards coming up with new ideas and being able to approach performance without the fear of diversity changes (Wang, Kung & Byrd, 2018). To look deeper in to these viewpoints, the healthcare sector needs to weigh its financial strength and assess the economy status to match up (Wager & Glaser, 2017). This will analyse revenue optimization levels, productivity improvement and cost control among other aspects. The other plan evaluates health care operations. This means that agility improvement is analysed and solutions to problems are provided. Besides this operation, working capital and asset management become a necessary part of the process (Whitty & Littlejohns, 2015). People development looks into efficiency to provide value for the costs incurred.

Aligning effective management to community well-being

Effective management to health is greatly affected by the management’s ability to engage the community in its activities. Community wellbeing and effective management goes hand in hand and there are various ways to make this alignment a success (Zeng et al, 2015). The first possible action point would be to come up with a community engagement approach while following the principles of good practice. To guide this approach, it is necessary that all the assets are mapped. This means that skills, knowledge and networks are brought to life and put in line with the available facilities. This creates a strategic directive to the situations that affect community wellbeing.

Community wellbeing cannot be achieved where neglect is present, this means that it is the responsibility of the healthcare sector to identify needs and wants and in turn come up with the necessary initiatives to create a liable and responsible course of action. This helps identify the smaller issues that lead to a lack of solutions towards the hardships that come with access to health and the respective facilities (Hetzel, Sobczak, & Glover, 2015). Local organizations in health are rarely encouraged and supported as an integral part of the whole sector. This makes the sector biased against leadership ideas and the prospects of growth for the health sector.

There are some people made to feel vulnerable and marginalized in the health sector. The isolation results from a lack of concern for the people’s well-being and a lack of interest for what they consider healthcare to be. The healthcare sector is supposed to encourage service providers to partner with relevant communities to fully support development in this sector. This indicates that management is at its best and shows the aspects of leadership where liberality is supported and put into action for the growth of a community (Langabeer & Helton, 2015). It is evident that once leaders recognize a need in the healthcare sector, there are always issues that concern the community hindering progress, however, in several cases, leadership has always proven to be the problematic aspect that trickles down in cases that involve wellbeing and health.

Applying the Standard determinants of health to enhance management

There are several standard determinants of health in communities and they require intense attention for them to function. The first is to investigate income. The socioeconomic status of a community will determine the level of health. This therefore means that a healthcare practitioner will understand the level of management based on the percentage income of most of the community members. This influences the thought processes of a community as well as the state of their health. It is necessary that the health sector understands various socio-economic levels to be able to express great management strategies for growth,

The other determinant of health is education and the levels that each person goes through to be in a position to make a life of themselves. The level of education determines the ability that a person has in order to be considered liable to understand various aspects of health. The lack of education may cause a high level of failure and poverty for a community (Abdelhak, Grostick, & Hanken, 2014). Education paves ways for ideas and new projects where people can apply basic knowledge to deal with health issues and be able to create positive results without fully relying on management structures that do not perform excellently.

Solutions for Effective management in health

The first step is to be organized in terms of health records. The management needs to ensure that there are no depreciations in health records (Baloch & Siddiq, 2016). This means that the records must express growth in the community, rather than failure. The goal is to have more positive reports for the management to delve into. Effective management ensures that staff turnover is minimized. Working with a reliable and responsible team shows that there are aspects of management that have been put into consideration for the sake of growth. A good team will ensure that the goals of the institution align with those of the community.

The care team, being also very relevant in a hospital needs to be strong. This ensures that challenges do not affect the rest of the hospital once they are evident (Aguinis et al, 2016). The level of a care team’s management strategies should not be weaker than those of the general institution. Effective management begins from the services offered to the patient for the sake of their satisfaction as well as the growth of the institution. It is necessary that the community interests be put first for the management of the healthcare to be considered effective and relevant.

Applying principles from transformative learning theory is a solution towards effective management. The principles must lead to a point where control is ceded to frontline workers and have them in a position to solve issues as they come. This will dismiss any form of outdated principles meant to be used at the health cares as management strategies (Pasila, Elo, & Kääriäinen,2017). The systems that add little to no value in the institution must be quickly eliminated and boxed out to avoid misuse of leadership and a long period of poor management.

Conclusion

Effective management can only be achieved through an understanding of the leadership principles and how they differ for various situations. Leadership principles on the other hand cannot be achieved without the theoretical knowledge of the same. The factors that affect communities in terms of health go hand in hand with the ability of service providers to pin point efficiency from lack of it. It is necessary that a high amount of attention be put into community needs and wants and character be built based on the services rendered and management skills acquired.

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