Welcome to all. You have heard from Dr Parija, what is leadership and what are the qualities of leader. I will touch diversity in leadership and type of leaders.

As per typical traditional literature, there are basically three types of leaders.

 The first one is called democratic leader. He will discuss an issue every important person in the organization and people to whom it affects and then take the decision based on consensus.

The second type of leader is Autocratic. Autocratic leadership is defined by a top-down approach when it comes to all decision-making, procedures, and policies within an organization. An autocratic leader focuses less on collecting input from team members and tends to make executive decisions that others are expected to follow. This type of leader has no respect to anybody opinion and he takes his own decisions but quite often the autocratic leaders very insecure and also alone.

The third type are called Laissez-Faire Leadership. He takes a hands-off approach to leadership and gives others the freedom to make decisions. While leaders still provide their teams with the resources and tools they need to succeed, they remain largely uninvolved in the day-to-day work. This is a leadership style you’ll commonly find in creative settings, such as advertising agencies or startups, due to its encouragement of independent thinking.

There are combinations of these type based on their profession- bureaucratic , diplomatic; charisma- political and union leaders etc; personality – like emotion and anger;

Quite often we also see leaderships are inherited .. we have evidences that support. Three generations Jawaharlal Nehru family have took over the leadership and became Prime Ministers similarly with respect to George Bush John Adams and John F Kennedy and so on. if then whether the leadership is genetically inherited and genetic background that makes them as leaders.

 become comes during the growth and development from childhood to the adulthood literature scientific literature is there any evidence genetic basis of latest. According to scientific experiments with twins the statistical analysis revealed that genetic factors account about 31% variation observed in the sample success so it appears that **Gene called RS 4950** is an inherited DNA sequence in leaders who take charge leadership with all acquired the skills and education. The study show that at least a quarter of the observed variation the leadership trait has basis of inheritance.

However, it is seen all those who are born to leaders are not necessarily become leaders . Leader should see things others not able to see. He has to lead an organization which means managing thousands or hundreds of minds; but if you can't manage yourself how are you going to manage everybody. For such challenging task of Leaders, leaders should have .. Attitude to serve and listen; bold and best decision makers; should have cutting edge knowledge and expertise in the area profession; commitment , passion and sacrifice nature and tolerance and so on.

Covid 19 pandemic is making me think that like business leaders, political leaders, economic leaders educationists , there is need have more and more “Health care leaders” who can swiftly act in emergencies and ensure health security to local, regional or national levels wherever they operate. Healthcare leadership requires clinical and scientific understanding of problems; communication, negotiation and business skills, motivating administrators. Communication skills are critical in the post covid era for Healthcare administrators for staying ahead of competition today's Healthcare landscape. In a dynamic and unpredictable scenario like pandemic , Healthcare leaders should be maintaining positive attitude and have dreams and goals for the staff and spreading positivity and create an environment.

We talked of leadership and addressed challenges, pros and cons of each type of leadership.

Now the question is , should an organization have diversity in leadership at different levels . Yes, diversity in a working place with diverse leadership qualities is very important. The benefits and Diversity in leadership cannot be actually measurable or tangible Diversity in leadership means diversity in thought so a management of 10 individuals with different backgrounds have a higher chances to develop broad ideas covering a broad spectrum of information . similarly you have AV people with difference kills people with different backgrounds and skills will be made available .Like making of Bahubali … **The highlight of the movie is a war scene shot for six months with a cast of around 2,000, 200-300 horses and a dozen elephants on a specially laid set in Ramoji Film City, Hyderabad. 2015—See the leadership of Director RajMouli .. it was all time hit**

Finally, I shall quote some use quotes which are relevant to become leader or current leaders…..

**Sundar Pichai the IT technology leaders says**

A person who is happy is not because everything is right in his life, He is happy because his attitude towards everything in his life is right. -

**Mahatma Gandhi Says**

History is of the World is full of men whom rose to leadership , by sheer force of self-confidence , bravery and tenacity

**Finally Nelson Mandela who fought for Apartheid in south Africa to become father of Nation later says**

It is better to lead from behind and to put others in front, especially when you celebrate victory when nice things occur. You take the front line when there is danger. Then people will appreciate your leadership. —

* The should be able to see things that other people are not able to see.
* Leadership is not about you asserting yourself over somebody.
* It is about being able to harness everybody's aspirations and make it happen.
* What difference can you make in the world is no more in terms of charity.
* How innovative is your business, that's the business right now.
* Essentially, running an organization means in some way
* you are managing maybe a thousand minds or a ten thousand minds.
* If you cannot even manage yours, how are you going to manage everybody else’s?
* The success even in a business space is about growth.
* How many people are you touching, how vast is your operations –
* this is the growth of a business.
* Not necessarily how much gold have you kept.
* For the very first time, for the very first time in the history of humanity,
* we have the necessary resource; we have the necessary capability;
* we have the necessary technology to address every human problem on the planet.
* Even twenty-five years ago, we couldn't have dreamt of it,
* but the only thing that is missing is consciousness.
* We are still thinking ‘you versus me.’
* We are not thinking ‘we.’
* When you have such a privilege in your hand, which is called as leadership,
* if you recognize that the work that you are doing is very important,
* first thing is you must work upon yourself.
* So leadership at any level,
* whether you are running your own business or a state or a nation.
* Three basic qualities, which sets a leader apart
* and makes them into a fruitful proposition for everybody around him is
* his integrity, his ability to inspire people to do the right things,
* and above all, insight.
* We have to understand that leadership today has to rise beyond national identities
* because only then true democracy for humanity becomes meaningful process.
* Changing the consciousness of the leadership shouldn't take a long time
* if you find access to them.
* The only global mechanism on the planet is economic mechanism.
* Politics, military, religion, all these things are split up.
* Economy is one thing, which bridges across all divides.
* Only a economic leader can cross boundaries and go where he wants.
* A political leader cannot do it.
* A military leader cannot do it.
* A religious leader cannot do it.
* The only person who can really build what he wants across the globe is
* only the economic leader, ultimately.
* In this effort I have been... At one time, I aimed at the political leadership.
* Then I found the economic leaders are easier to work with, (Laughs)
* more willing to change, (Laughs)
* and I think it is very important.
* The Forum has done a fantastic job of putting these people together.
* Inclusiveness means making sure every human being on this planet
* has an active role to play in the economic process.
* Once you are a leader, the very way you think;
* the way you feel; the way you act;
* every single thing that you do affects millions of people.
* When such a privilege has been conferred upon an individual human being,
* I think, it is a fundamental responsibility of every leader
* to do something about himself, within himself.
* To elevate himself in whichever way possible, it is very, very essential today.
* In all these years of life, how many of you have passed through
* one twenty-four-hour stretch that is one single day absolutely joyfully,
* without a single moment of irritation, agitation, pain, frustration; twenty-four hours,
* very few people on this planet can say yes to this, very few.
* The only and the worst crime that you can commit in this life is
* you did not explore the full depth and potential of life.
* Somebody decides what I should eat;
* what I should wear; where I should go;
* where I should not go. You call this slavery.
* But now somebody decides what should happen within me.
* Is this not slavery?
* Anybody can make you go haywire any moment in your life.
* Yes, people can provoke you to lose your balance within yourself.
* So if this doesn't change,
* your ability to master your destiny is very minimal.
* You want your industry to go your way.
* You want your management to go your way.
* You want your family to go your way.
* Even on that level, if you have much more control over your physical body,
* your mind, your emotion and your energies,
* you will see very easily the world will start following you.
* Rather than you being a slave of the situations,
* you start creating situations the way you want it.
* So this is an inner science.
* As there is an external science for external well-being;
* there is an inner science for inner well-being.

Effective Health Care Leadership Skills

Today’s dynamic healthcare landscape calls for highly educated and motivated

administrators who maintain cutting-edge information system skills and managerial

expertise as they oversee huge healthcare operations. A strong business orientation,

paired with sharp leadership and communication skills are critical for today’s healthcare

administrator.

Staying Ahead of the Competition

Today’s healthcare landscape is a dynamic, unpredictable sea of legislative and

economic transformation. Healthcare leaders, namely those in administrative and

management roles, need a wide range of operational, relational, and analytical skills to

effectively carry out their responsibilities. Healthcare administrators’ abilities to do their

jobs well directly affect the quality and availability of affordable healthcare.

Traits of highly successful general and specialized healthcare industry leaders

(/programs/mha-health-care-administration) include:

Having a strong business orientation – Private healthcare is more than a

calling, it’s also a business that needs to accomplish financial goals and

stay out of the red.

Maintaining a positive attitude – This keeps workplace morale up. Leaders

have dreams and goals for their staff, and spreading positivity helps create

an environment where these visions can come to pass.

Varying work hours acceptance – Nurses and doctors work the floor 24-7;

emergency situations that call on the insurance and medical financing

expertise of healthcare administrators don’t may occur at any point in the

day. Willingness to out-market the competition – Other healthcare facilities

and vying for patients’ business. Administrators with a proactive approach

to marketing will ensure success of the organization.

Approaching work proactively – Managers lead by example, and a

proactive attitude is contagious in the workplace. Staying motivated and

encouraging others to perform at their best is crucial for reaching goals

and maintaining quality patient care.

Having strong leadership skills – Leaders have to focus on how well

employees are performing and evaluate healthcare processes, possessing

the confidence to independently direct the organization and make

important decisions to benefit overall patient care.

Making strong employment decisions – In the name of good time

management, managers task employees with the jobs they are most

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capable of handling efficiently.

Understanding priorities and staying organized – Overseeing use of

information data systems, computer programs and healthcare machines

requires extensive organizational habits and ruthless prioritization.

Improving themselves and their staff consistently – Leaders should

continuously push for improved hospital procedures and strive for higher

quality patient care. Implementing and working to accomplish set goals

can increase team collaboration and build relationships.

Being available to, professional and honest with their staff – Being an

accessible and efficient leader who fulfills his or her duties while assisting

others will create bonds of trust between administrators and staff.

Continuing their education – Professionals never stop learning, and a

voracious appetite for up-to-the-minute information and research about

modern healthcare issues in technology, economics, finance,

management, or legal and ethical issues will keep an administrator

relevant to the industry.

A Healthcare Leader’s Effectiveness

Healthcare service managers have a variety of tasks, skills, knowledge and expertise

required to fulfill day-to-day responsibilities.

Certain operational skills are crucial to an effective leader. Healthcare administrators are

often required to maintain and develop professional standards, procedures, and policies

for various institutional activities. These healthcare leaders are also responsible for

developing and expanding programs for scientific research, preventive medicine,

medical and vocational rehabilitation, and community health and welfare.

Excellent, assertive communication skills, both verbal and written, are paramount to a

leader’s ability to carry out an effective healthcare operation. Current computer skills and

technology-based training are also essential as healthcare machinery and information

systems continue to evolve.

Some other operational skills necessary to the healthcare leader’s (/programs/mhahealth-care-administration/curriculum) job include:

Information systems management and troubleshooting

Maintain awareness of advances in data processing technology, medicine,

computerized diagnostic and treatment equipment, financing options,

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and health insurance changes

Logistics and research

Patient administration

Maintain quality of service offered to patients

Team performance measurement and motivation

Facilities development and enhancement

Project and operations management

A large part of a healthcare administration is financially and managerially focused, as

most of healthcare administrators work in an office environment. They are in charge of

managing hospitals, community health centers, clinics, private medical group practices,

managed care organizations, nursing homes, and other health care facilities. Analytical

skills necessary to responsibly manage the business side of a clinic, hospital, or other

healthcare-based companies include:

Fiscal operations, which can span from accounting, planning budgets,

planning and authorizing to expenditures, establishing rates for services,

and coordinating financial reporting

Economic knowledge and insight

Consultation

Supply ordering and inventory management

Human resources management

Direction, supervision and evaluation of medical, technical, nursing, service,

clerical, maintenance and other personnel

Education and training management

Public relations and marketing

Knowledge of current government regulations, legal and ethical practices,

policies and standards

Strategic planning

Development and execution of organizational procedures

Successful healthcare administrators also have strong interpersonal skills, such as:

Internal communication management

Developing interviewing processes

Directing and conducting recruitment, hiring and training of personnel

Developing coaching strategies

Limiting conflict and encouraging workplace unity

Overcoming barriers in communication with staff and outside healthcare

administrators

Healthcare managers of all levels and specializations are critical to guaranteeing that a

hospital functions on a competitive, effective, profitable, and satisfactory basis. The Utica

College online Master of Science in Health Care Administration degree is a leadershiporiented program that prepares students for a career in this field.

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and convenience of online courses – while earning a high-quality, respected degree.