

Leadership and decision making assignment



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Health Care Work Group

Like many of the other industries, team work is essential for the efficient functioning of health care industry. There are varied divisions of professional people working in the sector and proper integration and team work are the keys to success in competitive work arena. This team work is basically developed among them through the means of on job training process (Leggat, 2007).

Team work is all about working together in a group. And in groups there are barriers in communication which hinders the team effort and results into many complications. The conflict within the group begins when there are differences in opinions, perceptions, values and facts within the group (Leggat, 2007).

The major problem that might occur while working as a team is when the team members do not listening and follow the instructions of their colleagues. The lack of sharing of information is also one of the prime reasons for the failure. This is the reason why leaders are required to handle the team in the right direction with various leadership styles in resolving conflicts and work with the same motive and objective as a team.

Conflict within a Group

Conflicts are common in working as a team but it demands competent leadership in solving the issues and for managing all the concerned members in the right path. The true leaders are competent enough in taking

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decisions and manage everyone as per the desired objectives of the organization. In clinical teams, motives, traits, knowledge and skills are commonly found but there is a lack of leadership quality in the team.

Motivating and Empowering Staff & Importance of Accountability

In any kind of organization, the importance of leadership is prevalent. The leaders are accountable as they take up the responsibilities; identify various techniques in motivating the team members and initiate effective decisions. As per Professor Lars Qvortrup, "The leader can only identify the learning need of the organization and exceed the organization's knowledge horizon by standing outside the organization" (Qvortrup, n. d.).

In an organization, responsibility and accountability are very important. Responsibility will create accountability of all the deeds that are carried out in the organization. Leaders in the organization take up the challenge and work with others in generating benefit to their organizations.

A leader knows best about his/her work force people better. Leaders can identify the motivating factors for the employees and try to motivate them either in monetary terms or in non-monetary methods. The tools used by the leaders in motivating the work force are divided into two parts, financial motivation and non-financial motivation. The financial motivation techniques are salary increment, profit-sharing, incentive travel and paid time-off. The non-financial techniques are goal setting, communication (flow of information), autonomy, responsibility and flexibility (Green, 2003).

The decision making process is often very complex with lots of responsibilities and accountabilities bestowed upon everyone. The decision undertaken might result in a negative impact in certain situations. When the leaders take the responsibility, they are also accountable for the decisions

they make. So the leaders need to possess such skills while taking the decision. But it is possible only when a leader is able to motivate others and get the work done as per the desired objectives and people listen and follow the leader. It can be said without doubt that with power, there are huge responsibilities and accountabilities which leaders need to carry out in an organization.

References

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