

# Free essay on leadership program development proposal: memorial regional south ho...

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## Introduction

Leadership programs are crucial for ensuring that the organization has employees equipped with the right skills for leading other in various aspects. In that respect, this report presents a proposal for development of a leadership program for Memorial Regional South Hospital covering the aspects of participants, incentives, monitoring, challenges and follow-up strategies.

## Proposal

- Participants selection for the program and monitoring of their progress

The programs participants will be selected based on performance for various departments. In that respect, the best performing employees will be selected for participation of the program each year.

- Incentives for participating in the program

Participation in the programs will be considered in employees' annual evaluation hence an incentive for employee's participation as they seek to enhance their career development.

- Differences among leadership theories and how these theories can be applied to developing leaders within the program for the health care industry

Leadership theories differ depending on their focus. In that respect, some focus on the leaders' abilities and traits while others focus on the tasks and environment at hand. Thus, applying various leadership theories in a program is crucial in developing both leaders' abilities as well as helping them in addressing environment issues and conditions. (Borkowski, 2011)

- Important competencies for leaders in the health care industry and reasons

The program will be crucial in developing competencies that are key for the healthcare industry. Such competencies include predicting, explaining and controlling. The competencies are important because predicting helps a leader in enhancing opportunities and diminish possible threats. On the other hand, explaining ability increases the followers confidence in the leader while control ability enhances a leader ability to influence others to participate in the organization's strategic goals. (Borkowski, 2011)

- Ways of acquiring the leadership competencies during the program

The competencies will be acquired through participation in focus groups that will enhance the skills application. In that respect, the participants can apply the learned skills by applying them in addressing administrative issues.

(Borkowski, 2011)

- Leaders' role in planning and preparing for the future of the healthcare industry

The leaders play a key role in planning and preparing organizations for

future. That is because they can predict the industry situation, and plan for ways to efficiently address possible there while utilizing opportunities. In addition, leaders can engage the others in finding possible solution to issues given their ability to explain the situation and influence the others' participation. (Robbins, 2001)

- Some challenges and issues affecting leadership in the health care industry

The specific challenge facing the leadership is the need to reduce the patients admission time and cost of treatment. That has been driven by the imposed penalties for hospitals with high readmission level. (News Press, 2014)

- Overcoming the challenges and issues affecting leadership in the health care industry

Overcoming the challenges will entail motivating hospital staff to achieve efficiency in patients' treatment as means of reducing the patients' readmissions and treatments time. It also requires coordination between different institutions as a means of enhancing integrative physical and mental treatment. (News Press, 2014)

- Follow-up strategies available for ensuring success of the program

The program will entail employees' annual evaluation for leadership skills development. It will also entail providing employees alternating opportunities for leadership roles in various teams and observing their performance. That will be crucial in identifying the most effective program's activities and their fit to leadership development. (News Press, 2014)

## Conclusion

In view of the analysis, it is crucial for the Hospital to have a leadership development program that develops the identified competencies as well as helps address the challenges facing the organization. That will entail developing leadership capabilities that can address the increasing need to enhance hospitals' efficiency in terms of reduced patients admission time and treatments efficiency that required coordination among all departments as well as between different institutions.

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