

Advanced healthcare management

[Health & Medicine](#)



Advanced Healthcare Management In providing services to the organization depends on the performance of the employees who work for it in different environment. This situation implies that all the individuals need to get the correct information about the various issues that form the goals of the company and focus their effort on implementing them. To ensure that organizations are able to manage their activities in the most productive way, they come up with teams of some of their employees who partner to implement their plans. In most cases, the teams include different people in the organization and they help in establishing plans through which they effectively cooperate to fulfill the aims of such organizations in the most amicable ways. In health care, teams help in implementing the plans of the institutions they serve so that they offer services that can establish them quality deliverers for the benefit of their clients. Teams that are established in different organizations have different characteristic that produce significant impact on the performance of such at the individual or organizational level (Burns, Bradley & Weiner, 2012). This implies that at to ensure that a team is to produce exemplary results that will trigger the success of the organization; the teams that exist in must have a well focused on the goals.

One factor that leads to good performance of a team and consequently improves the productivity of the organization is communication among the team members that are involved in establishing it. Communication ensures that team members are in a position to exchange relevant data among themselves and lead to improvement of the quality of services they offer to clients. In health care, teams ensure that all the people are in a position to

supply the information about a specific field of study which turns out to be relevant to the care they give to the people to patients. On the contrary, failure in the communication results to low performance of the team because the members lack the updated information that can be of help in implementing care (Woodcock & Francis, 2008).

Another characteristic of a team that has an impact on performance is the diversity that is represented by the team members who work together because they have different backgrounds. The diversity in a team can work for the improvement of a team if they work to bring together knowledge in different fields that will ensure they diversify the perspective of looking at the care. On the other hand, diversity in the group can cause conflicts that can weigh down the performance of the team members because they will spend a lot of time to contend against each other (Woodcock & Francis, 2008).

The fluidity of team members is a characteristic of a team that can affect its performance in the process of delivery of services to the people in their field. Fluidity implies that team members are likely to move in and out of the team leaving it needing other members to perform the task the first individuals performed. If the team has very fluid team members, it is likely to invest a lot of time and resources to have new members to partner with them in the implementation of the goals and plans of the organization (Woodcock & Francis, 2008).

References

Burns, L. B., Bradley, E. H., & Weiner, B. J. (2012). Shortell and Kaluzny's health care management: Organization design and behavior (6th ed.). Clifton

Park, NY: Delmar.

Woodcock, M., & Francis, D. (2008). Team metrics: Resources for measuring and improving team performance. Amherst, Mass: HRD Press.