

Qn1 essay

Technology, Development



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Discussion 2

Dr. Gebbie describes a shift from “ human agency” to “ systems thinking” as having occurred following her entry into the public health profession. This was necessitated by a high turnover of directors of public health since there was little knowledge about systems thinking and how it would impact on the provision of public health services. Nurses work in institutional jobs and therefore they engage in systems thinking.

Q2

Advantages of a multi-disciplinarian as a public health leader include the capacity for quick decision making, the ability to solve problems affecting various departments within the organization and the ability to effectively guide the workforce. Disadvantages include the lack expertise in some areas which may make difficult for leader to achieve organizational objectives.

Qn3

It may have a slightly negative impact on the workforce especially, people from departments in which the leader doe not have adequate knowledge and skills.

Qn4

Traits discussed in this video include multi-disciplinary approach to leadership, systems thinking and a display of integration in public health

leadership. These traits are in line with the path-goal theory because they seek to enhance the satisfaction and motivation of the leader's subordinates. The path-goal theory emphasizes the role of a leader in developing skills that enhance the satisfaction of subordinates in order to bring about a high level of motivation. Multi-disciplinary approach to leadership, for instance, enhances the satisfaction of all of the leader's subordinates, their areas of specialization notwithstanding.

Qn5

I have learnt that systems thinking and integrity are important to the success of a public health leader

Qn 6 How can integrity leaders maintain integrity in public health?

Discussion 3

One of the similarities between Maxwell's five levels of leadership and Hackman and Walton readings is their emphasis on the role of relationships in enhancing good leadership. Leaders who show concern for their subordinates attract a following from them thus leading to an improvement in the performance of people. These two traits of leadership can be used to attain the five levels of leaderships by making it possible for the leader to motivate his followers to achieve higher objectives not only for his team but for the organization as a whole. It is, therefore, important for the leader to maintain a healthy and productive relationship with followers in order to achieve high levels of performance.

Another similarity between Maxwell's video and Hackman and Walton's readings is the role of the leaders as an example to be emulated. This falls

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under the level of three of Maxwell's video: the production level. According to Maxwell, people will only achieve higher levels of performance if the leader demonstrates to them how high levels of performance can be achieved. It is therefore important to note that the leader plays a very important role in setting an example for high levels of performance. Consequently, improved levels of performance can be achieved when the leader sets an example within an organization. This can be used in public health to achieve Rowitz's 5 Levels of Leadership Development through improved community health.

Dr. Kristine Gebbie, RN, DrPH is at her fourth level of leadership development because of her role in developing nurses within the public health system. This has had a positive impact on my development as it has created in me the desire and motivation of growing into a leader who would develop other people.

What strategies can you adopt to develop into a level-five leader?