

Discussion and respond - dissertation example



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Discussion and Respond

Response to ' If 99. 9% Were Good Enough.. .' After reading the article ' If 99. 9% Were Good Enough' the alarmingly critical need for the health organizations to improve their outcomes seems relevant more than ever. After going through the statistics it is seem that mediocrity when it comes to the health sector, private as well as public, just does not cut it. What the article prompts is a discussion and review of health care standards, a plea to improve quality as well as safety of services and motivate health care professionals to strive for a excellence as far as services are concerned. Current efforts need to be concentrated on efforts that cater to delivering health care services of optimum quality, educate and train clinicians, and analyze and continuously work on improving quality.

2. Response to ' HC Jobs, How should you Flex?' Communication is I believe key to working with a wide variety of healthcare professionals and situations. Why I have picked communication as a focal point despite the presence of more complex issues like variable medical beliefs, culturally different expectations and different approaches adopted. This reason is because communication lies at the root of all these other problems. Through effective communication not only can different health professionals compare techniques, discuss medical practices, ask questions but also it aids to resolve complex issues of employee management.

3. Response to Tannenbaum and Schmidt
Delegation cannot be categorized as ' good' or ' bad' but the need for it various from situation to situation and depends on the management style of a leader. Generally it is a key aspect of a managers job as he himself cannot perform all tasks which are assigned to him in a specified time line. In order

to meet deadlines a manager needs to delegate authority, which incorporates a division of authority and powers to a subordinate for the purpose to achieving effective results. How much authority is delegated to a subordinate depends on the skill set of the subordinates as well as the personal evaluation of the subordinate by a manager. This basically is because even though the Tannenbaum and Schmidt Continuum defines the relationship between the level of freedom that a manager chooses to give to a team, and the level of authority used by the manager, it does not rule out the fact that the responsibility and the accountability is still on the manager; he is held responsible for the negative consequences that result due to the subordinates actions which is why delegation should be undertaken with the utmost care.