



Leadership in Healthcare



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OUTLINE

- leadership concept
- leadership theories
- leadership styles



INTRODUCTION

Medical Students = Future healthcare Leaders

Physicians as Leaders:

- **Physicians are Natural leaders** due to clinical expertise, decision-making skills, and patient-centered focus.
- **Roles include:**
 - Leading **clinical teams**
 - **Teaching and mentoring** junior staff
 - Serving in **administrative roles** (e.g., department heads, hospital administrators)



Importance of Leadership in Healthcare

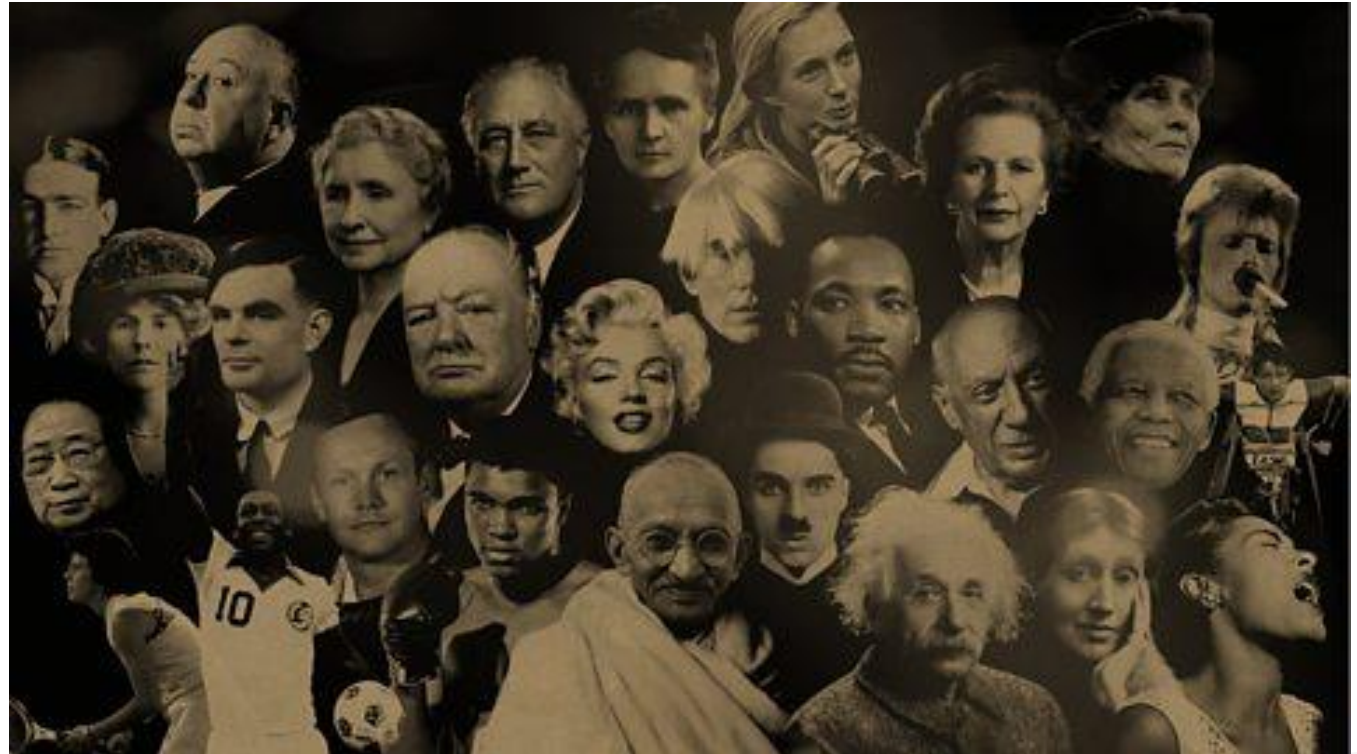
- Leadership affects:
 - ✓ Patient safety
 - ✓ Teamwork
 - ✓ Decision making

Example: During emergencies someone must lead the team.



What is leadership?

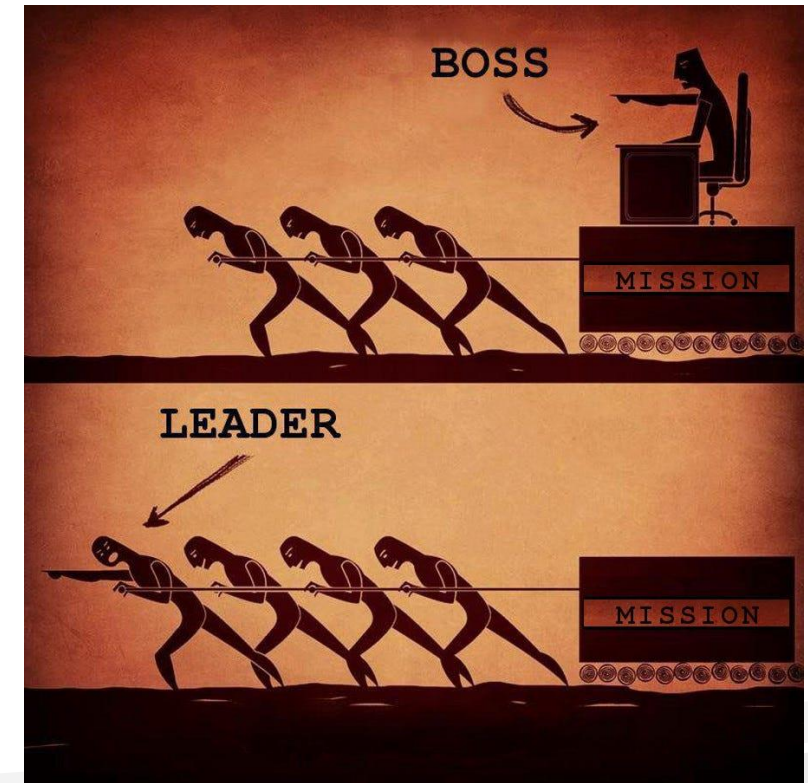
- Leadership is the ability to influence, motivate, and guide individuals or teams toward achieving a common goal.
- A leader is: someone who sets direction in an effort and influences people to follow that direction. A leader is 'someone who has followers' !





Leadership vs Management

Leadership	Management
Influences people	Manages resources
Creates vision	Executes plans
Inspires teams	Controls processes





Leadership Theories in Healthcare

1. Trait Theory (Great Man Theory)

- Leaders are born with their **personal qualities** (e.g., charisma, intelligence, decision making).
- Great leaders will emerge when there is a great need.
- Ignores learned skills and situational factors.



2. Behavioral Theory

- Leadership is based on **teachable skills** and learned behaviors.
- Leaders are made, not born.

✓ Task-oriented

Focus on structure, goals, and efficiency (e.g., clinical protocols).

👐 People-oriented

Focus on teamwork, empathy, and motivation (e.g., patient-centered care).

Example: Medical students learning active listening and conflict resolution.





Leadership Theories in Healthcare

3. Contingency / Situational Theory

- Leadership depends on the **situation** and the **team's level of maturity**.
- Leaders adapt their style according to team experience:
- **Low maturity** (new interns)
Use **directive** style – clear instructions and close supervision.
- **Moderate maturity**(residents)
Use **coaching** style – explain decisions and guide learning.
- **High maturity** (senior staff)
Use **delegation** – trust their expertise and autonomy.



4. Transformational Leadership

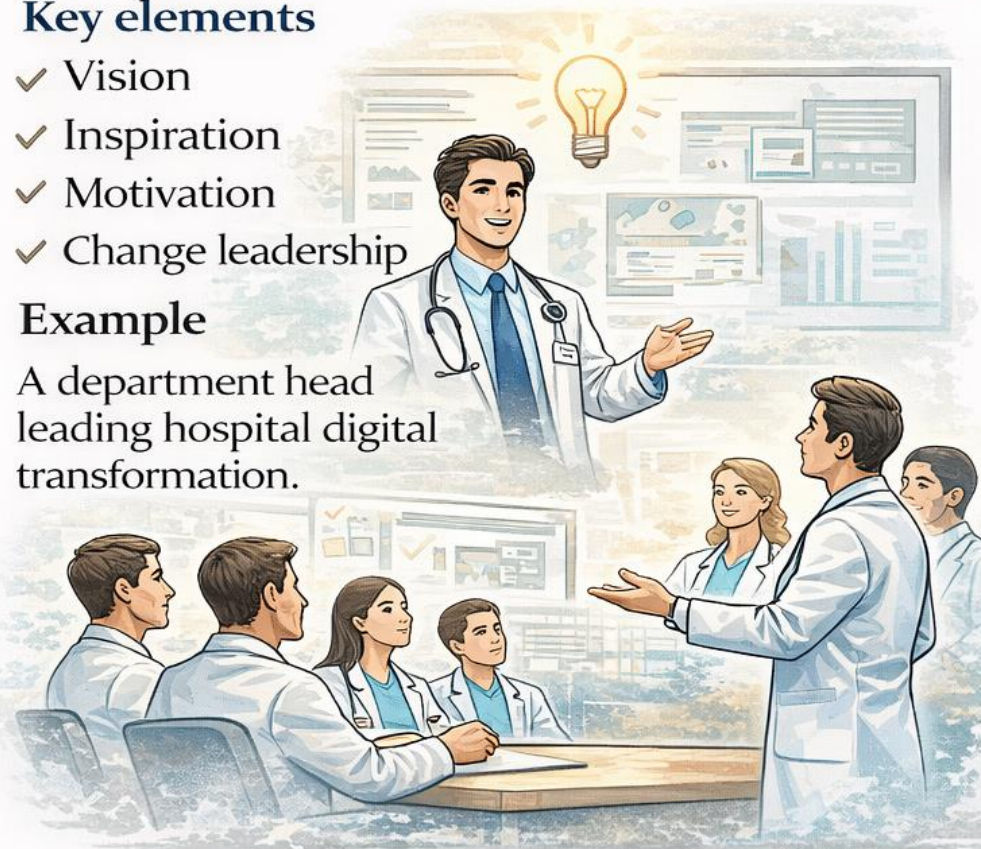
Leader inspires and **motivates the team** to exceed expectations.

Key elements

- ✓ Vision
- ✓ Inspiration
- ✓ Motivation
- ✓ Change leadership

Example

A department head leading hospital digital transformation.





• Core Leadership Skills

Strategic Thinking



Planning long-term healthcare goals and anticipating future challenges.

Example: hospital capacity planning.

Decision-Making



Making timely and evidence-based decisions, especially under pressure.

Example: choosing the appropriate treatment during a emerge.

Communication



Clearly exchanging information to ensure understanding within the healthcare team.

Example: explaining treatment plans to patients.

Ethical Leadership



Ensuring decisions respect patient rights and professional standards.

Example: protecting patient *confidentiality*.

Team Management



Organizing and coordinating multidisciplinary healthcare teams.

Example: leading ward rounds with doctors, nurses and pharmacists.

Innovation & Change Leadership



Encouraging new ideas and improving healthcare systems or practices.

Example: implementing electronic medical records.



Leadership Traits Most Valued Today

Based on research studies (2020–2024)





Let's see how many potential leaders we have in this room ?

Leadership Traits Quick Self-Test

- **Instructions:**
Rate each statement:
- Yes = 1 point
- 4 - 5 → Strong leadership tendency
2 - 3 → Developing leadership potential
0 - 1 → Prefer supportive or individual roles



I enjoy taking the lead when working in a group.

I feel confident making decisions for a team.

I prefer organizing tasks rather than just completing them.

I am comfortable motivating others toward a goal.

I tend to take initiative when something needs to be done.



Leadership Styles in Healthcare

Autocratic Leadership

Definition

- Leader makes decisions independently and gives clear instructions.

Key Characteristics

- Clear expectations about tasks and responsibilities
- Leader-follower authority is clearly defined
- Decisions are made by one person

When It Is Useful

- Emergency situations
- When quick decisions are required
- When the leader has the highest expertise

Potential Limitation

- ⚠ May reduce team motivation if overused





Leadership Styles in Healthcare

2. Democratic (Participative) Leadership

Definition

- Leader involves team members in decision-making but keeps the final responsibility.

Key Characteristics

- Team members are encouraged to participate
- Decisions are discussed collectively
- Leader considers different opinions before deciding

When It Is Useful

- Quality improvement meetings
- When different perspectives improve outcomes
- Multidisciplinary healthcare teams

Potential Limitation

- ⚠ Decision-making may take more time
- Less effective in urgent clinical situations





Leadership Styles in Healthcare

3. Laissez-Faire (Permissive) Leadership

Definition

- Leader provides minimal supervision and allows team members to manage their own work.

Key Characteristics

- High level of autonomy for team members
- Leader provides little direct guidance
- Team members manage their own responsibilities

When It Is Useful

- Highly skilled and self-motivated teams
- Senior physicians or expert specialists
- Research teams or academic environments

Potential Limitation

- ⚠ Lack of direction may cause confusion
- Not suitable for inexperienced teams



Laissez-Faire Leadership



Leadership Styles in Healthcare

4. Bureaucratic Leadership

Definition

- Everything must be done according to procedures, policies, and protocols.

Key Characteristics

- Strict adherence to rules and protocols
- Focus on compliance, safety, and infection control
- Manager refers to higher authority for problem-solving
- Resists necessary change
- Employees follow routine tasks repeatedly
- Employees must understand standards for accreditation

When It Is Effective

- Ensures consistency and accountability
- Useful in accreditation & quality assurance
- Reduces errors by standardization

Limitation

- ⚠ Slow to adapt → delays in problem solving





Leadership Styles in Healthcare

5 Servant Leadership

💡 Definition

- Leader focuses on serving and supporting the team first, helping them perform better and provide better patient care.

✓ Key Characteristics

- ✓ Active listening to team members
- ✓ Empowering and supporting staff
- ✓ Encouraging teamwork and collaboration
- ✓ Focus on patient-centered care

✓ When it Is Useful

- ✓ Teaching hospitals
- ✓ Primary care settings
- ✓ Healthcare teams focused on patient-satisfaction

⚠️ Potential Limitation

- Decision-making may be slower
- Leader may appear less authoritative in urgent situations



"سَيِّدُ الْقَوْمِ خَادِمُهُمْ"



واحدة من أشهر القصص التي توضح أن "القيادة" ليست مجرد تشریف أو مكانة، بل هي مسؤولية وخدمة تتطلب صفات محددة قد لا تتوفر حتى في كبار الصالحين.

جاء أبو ذر الغفاري إلى النبي ﷺ يسأله أن يوليه مديراً أو قائداً على مكان ما (الإمارة)، فقال: "يا رسول الله، ألا تستعلمني؟".

فضرب النبي ﷺ بيده على منكب أبي ذر ثم قال له بصدق ومحبة:

"يا أبا ذر، إنك ضعيف، وإنها أمانة، وإنها يوم القيامة خزي وندامة، إلا من أخذها بحقها، وأدى الذي عليه فيها) "رواه مسلم

THANK YOU

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