

LEADERSHIP IN HEALTH CARE PRACTICE

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Leadership in Health Care Practice

Several activities related to the health care leadership have been abounded in the 21st century. This has necessitated the need for forecasting, monitoring health care through information technologies, reallocation of resources and bringing evidence-based and outcome based health care to the people (Buerhaus, Auerbach, & Staiger 2007) and (Thomson 2004). As an effect, this essay aims at relating theoretical leadership qualities and practical qualities in the healthcare system.

Invictus movie directed by Clint Eastwood and produced by Eastwood, McCreary, Lorenz and Neufeld in 2009 is one of the best movies providing various leadership lessons. The movie is all about the South African rugby team seeking for the world cup and Mandela's Vision as the South Africa president in the creation of the nationhood in the country that was to be bounded on reconciliation and liberation.

The movie's main theme is on leadership knowledge, skills and behaviors. It is clear from the movie that real leadership is attainable through leading as examples throughout, by internalizing leadership skills that can be used to help others. The meeting between the rugby captain and Mandela provides a challenge to the captain as he is required to think positively and creatively in hiking up team training. However, this requires inspiration and knowledge sharing with great leaders.

In various scenes the movie permeates higher levels of leadership skills including confidence, commitment to leadership values and personal connections with every individual among others. All these portray leadership full of seeking unity other than segregation, forgiveness other than avenging and seeking to lead with passion other than defaulting as described in Trites and Galbraith (2012), and West & Dawson (2003).

Mandela also challenges his staff to think differently about issues and policies. For instance, he challenged his black head of security to ensure that his black staff works in collaboration with their white colleagues that are more experienced. He also demonstrates affection to his staff and appreciates all that they do for him. Therefore this movie depicts having vision, courage and commitment as leadership knowledge (Beverley 2009).

Based on trait theory of leadership, leadership knowledge, skills and behavior are clearly outlined in *Invictus* movie. This is because trait theory of leadership assumes that people are born with inherited traits and some traits are suited to leadership. However, people who make effective leaders such as Mandela who have the traits such agreeableness that is clearly stated in the movie as being a friendly leader who has gone to the extent of knowing his staff members by their names. Another type of leadership traits stated in the movie that is related to the trait theory is the encouraging heart which comes out clearly when Mandela demonstrates love towards his staff who affectionately calls him Mandiba. Generally, traits theory explains various inborn traits found in the movie (Coleman 2013) and (Kurzman & Buerhaus 2008).

Great man theory is also related to leadership qualities depicted in the movie. According to the great man theory, the capacity of leadership is inborn and it is either one is a naturally born a leader or not. According to the movie Mandela portrays characters that are related to the great man theory, as he states clearly that it is the obligation of a leader to get his followers believes that they are capable of doing what is impossible to them, thus emphasizing on transformational leadership. Mandela also portrays inborn leadership living his values as he is seen doing what he ought to do such as challenging his staff members to think differently about issues and policies and also encourages working in collaboration with

the most experienced white colleagues (American Hospital Association Resource Center 2009).

Qualities in the movie as related to leadership theories such as trait and great man theory are greatly linked to the organization culture since organization values, visions, norms, working language, systems, symbols, beliefs and habits forms culture. It's therefore clear in the movie that Mandela was a visionary man with his reflective confidence, commitment to lead from values and personal connection with everyone he meets makes him model the way and attain organizational vision. Therefore for any organizational success it is important that the leader be ready to make real change by making vision statement and give people a taste of what the future holds by communicating to their individual aspiration, talk about the behaviors necessary to achieve the aim, do the unexpected, living his values and holding fast to the vision (Wackman & Johnson 2009), (Van Vugt & Ahuja 2011), and (Ulrich & Zimring 2008). The Identified leadership theories, knowledge, skills and behavior can influence culture within the organization through harmonization of different sections in the organization and workers so as to achieve the goal of the organization. This can be achieved through good working environment provided through leadership theories, knowledge, skills and behavior (Tucker & Spear 2006).

The elements of the already discussed leadership pose great impact on nurses. This is based on the fact that in most cases, nursing leaders lacking good leadership qualities face many challenges including culture-societal, organizational and professional challenges making them directing more energy on tactical rather than on long-term strategic outcomes. However, as a result of changing leadership qualities from traditional leadership theories, to transformational leadership theories is forcing nursing leader are s to shifting focuses from

tactical to strategic hence concentrating more on future issues as well as result oriented theories. In addition, good hospital leadership styles in hospitals have great impacts of nurse restructuring as a result of increased accountability, good working environment that results to positive nurse emotions (Mannion (2005), (Schneider, Ehrhart & Mayer (2005)

According to Vahey et al (2004), good leadership in hospitals provide proper environment that helps patients get better services. Patient care is the main objective of hospital leadership, as it provides patient care, other than just treating diseases. This is because patients are reached at personal level hence reducing stresses, medical errors as well as hospital acquired infections (Cumming, et al 2005), (Scouller 2011), (Stogdill 2005) and (Berdahl & Anderson 2005).

In conclusion, invictus movie provides various lessons that current hospital leaders should emulate. They should emulate leading by example, making real change and providing challenge to their followers. These qualities if borrowed well, the 21 century hospitals will make millstones in improving patient outcomes.

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