BLACKBIRD FOR TRAINING

Dynamics of Management & Leadership in Hospitals

8 – 12 March 2027
Malaga (Spain)



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Ref: 3199_152486 **Date:** 8 – 12 March 2027 **Location:** Malaga (Spain) **Fees:** 5900 GBP

Introduction

Effective leadership in healthcare and hospital management are integral to the success of any healthcare organization. This course is designed to develop both management and leadership skills necessary for today's dynamic and fast-paced hospital environments. Whether you're a hospital administrator, manager, or aspiring healthcare leader, this training equips you with essential tools to enhance your management capabilities and leadership potential. By focusing on the key competencies for managing healthcare teams, overcoming business challenges, and fostering a motivated workforce, this course prepares participants for real-world challenges in hospital management and sets them on a path toward medical leadership development.

Through this course, participants will gain a comprehensive understanding of the various functions of management in hospitals, the importance of clinical leadership in the hospital setting, and the fundamental principles of hospital risk management. Leadership in the healthcare industry requires not only technical skills but also the ability to lead with empathy, vision, and strategic insight. This course helps bridge the gap between leadership theory and practical application in healthcare settings.

Course Objectives

- Identify Key Management Functions: Recognize the different managerial tasks and management skills in hospitals essential for day-to-day operations.
- Develop Leadership Competencies: Understand what makes an effective leader in healthcare and how to incorporate these skills into your managerial role.
- Coaching for Performance: Learn how to apply a coaching approach to improve team performance and maximize results in hospital settings.
- Motivation Techniques for Healthcare Teams: Discover the various motivational theories and how to effectively motivate and manage a diverse workforce in a healthcare environment.
- Leadership & Management in Healthcare: Explore the critical difference between leadership and management in healthcare and why a balance of both is crucial to maintain a productive and healthy workplace.



Course Outlines

Day 1: Introduction to Management in Hospitals

- Defining the Organization: Understanding the structure of a hospital and the role of management within it.
- What is Leadership in Healthcare?: Learn how leadership in healthcare is distinct from management and why it is crucial for hospital success.
- Professional Managers in Healthcare: Who are they, and what is their role?
- The Ethics of Hospital Management: Exploring professional ethics and the impact of ethical decision-making in hospital management.
- Key Management Functions: The six essential steps in planning and organizing a hospital's operations.

Day 2: Managerial Competencies and Styles

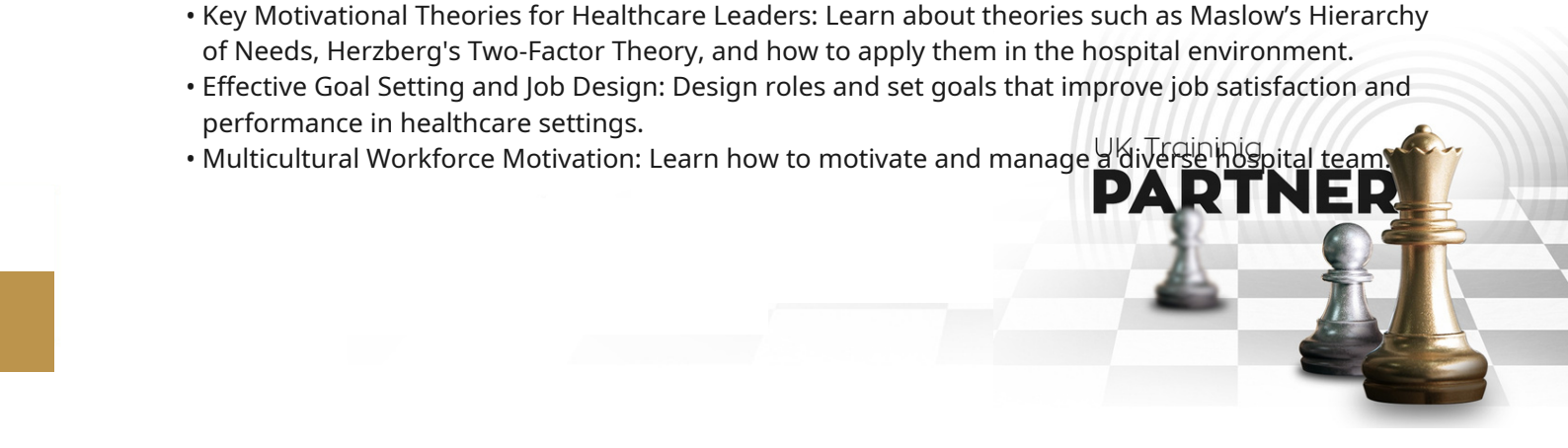
- Defining Key Managerial Competencies: Understand the essential skills for leading healthcare teams and managing hospital operations.
- Different Management Styles: Explore various management styles and how they can influence hospital outcomes.
- Factors that Influence Leadership Styles: Identify the internal and external factors that affect managerial behavior in hospitals.
- Overcoming Management Failures: Recognize the common reasons managers fail in the healthcare industry and how to avoid them.

Day 3: Coaching and Leadership Development

- Coaching vs. Management: Understand the critical difference and how coaching enhances hospital team performance.
- Impact of Coaching in the Hospital Setting: Learn how to integrate coaching techniques into your leadership style.
- Coaching for Effective Leadership: Practical steps for motivating your team and solving healthcare challenges using coaching principles.

Day 4: Motivation and Managing Healthcare Teams

- Motivating Healthcare Employees: Discover how different motivational approaches can lead to better patient outcomes and increased staff satisfaction.
- Key Motivational Theories for Healthcare Leaders: Learn about theories such as Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, and how to apply them in the hospital environment.
- Effective Goal Setting and Job Design: Design roles and set goals that improve job satisfaction and performance in healthcare settings.
- Multicultural Workforce Motivation: Learn how to motivate and manage a diverse hospital team.



Day 5: Managing Healthcare Business Challenges

- Common Business Challenges in Hospitals: Identify and solve the most pressing challenges facing hospital management today.
- Analytical Tools for Healthcare Management: Gain practical tools for analyzing and solving management problems in healthcare.
- Effective Leadership in Times of Crisis: Learn how leadership plays a crucial role during difficult situations in hospitals.
- Creating a Personal Action Plan for Leadership: Develop a personal action plan to apply your leadership skills within the hospital environment.

Why Attend this Course: Wins & Losses!

- Enhance Leadership Skills in Healthcare: This course emphasizes the importance of leadership in healthcare and provides you with the tools to lead teams effectively in the healthcare industry. Whether in a hospital or healthcare setting, good leadership is essential for success.
- Develop Key Management Competencies: Hospital management training is vital for professionals looking to improve their ability to manage people, resources, and processes in a healthcare environment.
- Learn to Manage Healthcare Risks: Participants will gain insights into hospital risk management and how to navigate the complex regulatory and ethical landscape of healthcare.
- Hands-on Coaching Techniques: The course highlights the power of coaching as an essential leadership tool in motivating and improving performance within healthcare teams.
- Improve Your Healthcare Team Leadership: Gain the skills needed to lead multidisciplinary healthcare teams, develop patient-centered strategies, and improve organizational performance in hospitals.

Conclusion

Effective leadership and management in the hospitality industry are key to creating environments that foster both high employee satisfaction and improved patient care. This course offers the critical knowledge required to excel in hospital leadership and equips participants with the skills needed to address the unique challenges faced by healthcare professionals. By attending this course, you will enhance your hospital management skills, master leadership practices in a hospital setting, and leave with actionable strategies that will help you lead and manage with confidence.

Ready to elevate your career in healthcare management? Join us and take the first step toward becoming an influential leader in the healthcare sector.

