

Transformational Leadership in Healthcare

Dubai (UAE)

19 - 23 April 2026

UK Training

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Transformational Leadership in Healthcare

Code: HM28 From: 19 - 23 April 2026 City: Dubai (UAE) Fees: 4600 Pound

Introduction

In the face of rapid changes and growing challenges in the healthcare sector across the Middle East and North Africa MENA region, the need for innovative leadership models that go beyond traditional management has become more urgent than ever. Among these models, transformational leadership in healthcare stands out as a strategic approach to building more agile, innovative, and community-responsive health institutions.

This specialized training course is designed for executives, team leaders, and healthcare professionals across all functional levels, including those working in quality management, nursing, strategic planning, and human resources within both public and private hospitals and healthcare centers. It is also valuable for professionals in sectors that intersect with healthcare, such as insurance, information technology, and public administration.

The course offers a practical and in-depth understanding of transformational leadership concepts and their application in healthcare environments, focusing on developing leadership capacities that drive institutional performance, motivate teams, and produce measurable health outcomes.

Course Objectives

This course aims to empower participants to:

- Understand the core principles and components of transformational leadership and how it differs from traditional leadership styles.
- Apply transformational leadership practices in real-world healthcare contexts.
- Analyze the impact of transformational leadership on patient outcomes, service quality, and staff safety.
- Develop the skills needed to inspire and guide multidisciplinary healthcare teams.
- Strengthen strategic decision-making in complex and uncertain healthcare environments.
- Use performance evaluation tools and organizational change models from a transformational perspective.
- Address resistance to change and foster a culture of innovation and continuous improvement.
- Understand the role of transformational leaders in health crises such as pandemics and operational disruptions.

Course Outlines

Day 1: Introduction to Transformational Leadership in Healthcare

- Opening session: Participant introductions, goals, and expectations
- Overview of leadership model evolution in healthcare
- Characteristics of transformational leadership and its impact on organizational culture
- Group exercise: Comparing transformational and transactional leadership styles
- Case study: Transformational leadership in a teaching hospital
- Final activity: Personal leadership mapping for each participant



Day 2: Institutional Analysis and Vision Building

- Analyzing internal and external environments in healthcare institutions
- Tools to assess organizational culture and leadership maturity
- Leadership in complex and dynamic work settings
- Steps to building an inspiring and actionable leadership vision
- Practical workshop: Designing a transformational leadership plan for a healthcare facility
- Open discussion: Leadership challenges in Arab healthcare institutions

Day 3: Motivating Teams and Enhancing Institutional Performance

- Motivation, influence, and inspiration techniques for clinical teams
- Individual consideration and staff development: concepts and methods
- Conflict management and effective communication across specialties
- Using performance evaluation tools and motivational feedback
- Simulation exercise: Leadership dialogues with disengaged teams
- Group review: Personal improvement plans

Day 4: Crisis Leadership and Organizational Change

- Transformational leadership in health crises and emergencies
- Case analysis: Leadership lessons from the COVID-19 pandemic
- Decision-making strategies in complex scenarios
- Building organizational resilience and sustaining change
- Applying Kotter's model for leading change in healthcare
- Workshop: Designing a crisis leadership plan for a real-world scenario

Day 5: Impact Evaluation and Leadership Project Presentations

- Comprehensive review of key concepts covered during the course
- Group project presentations: proposed transformational change plans
- Final assessment session knowledge test
- Practical exercise: Leadership presentations before a review panel
- Individual feedback reports: strengths and development opportunities
- Awarding of certified completion certificates and course conclusion

Why Attend This Course: Wins & Losses!

- Strengthen your leadership capacity in a dynamic, high-pressure healthcare environment.
- Gain practical tools and strategies to apply transformational leadership principles directly.
- Develop advanced skills in motivating and guiding high-performing teams.
- Improve patient safety and service quality through effective leadership.
- Access real-world case studies and global best practices in healthcare leadership.

Conclusion

Transformational leadership in healthcare is an essential competency for any healthcare leader seeking to elevate their institution's performance and deliver higher-quality, more effective services. This course offers a comprehensive, hands-on learning experience grounded in global best practices and tailored specifically to the

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needs of leaders and professionals in the Arab region who aim to drive strategic, sustainable change.

If you're ready to take a decisive step in your leadership journey, enrolling in this course is a strategic investment in both your professional future and the future of your healthcare organization.

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