

Ambitions to be a Specialist Physician with Leadership Quality

Selamawit Alemayehu Tessema*

St Paul Millennium Medical College, Ethiopia

***Corresponding Author:** Selamawit Alemayehu Tessema, St Paul Millennium Medical College, Ethiopia.

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Health care system is a complex organization with a changing environment. Difficulties in managing healthcare organizations have long been documented [1,2]. This has contributed to the need for teamwork and collaboration in the area of health care. High-quality health care increasingly relies on teams, collaboration, and interdisciplinary work, and physician leadership is essential for optimizing health system performance [3,4]. Almost all physician on the first day of work, are expected to be a leader, to bear responsibility and make an important medical decision. As they do this, taking an active leadership role and implementing managerial behavior contribute to more effective teamwork and good patient care [5,6]. These reasons have pushed me to desire to be a specialist physician with leadership quality.

Leadership skills are important part of physician everyday clinical life. It has been defined as: a behavior; a style; a skill; a process; a responsibility; an experience; a function of management; a position of authority; an influencing relationship; a characteristic; and an ability [7]. Physician always works in a team that's why the need for interpersonal skills which will enable effective emotional skills that allow working with others. This will enable to have partnership within the organization and role modeling it for colleagues. Furthermore, a physician should have the willingness to understand the need for a change and drive the change where needed in alignment with organizational goal. Leadership may be understood as motivating and influencing others to bring about change [8].

As a physician, one should create a passion for reaching a goal. Leaders aim to create a passion for following their vision, for reaching long term goals, taking risks for accomplishing common goals, and challenging the current status quo [9]. As a Specialist physician needs to motivate and inspire junior colleagues. Leadership may be understood as motivating and influencing others to bring about change in problems [8]. Effective leader who is physician need to understand, seek out and deeply value the diversity of the team colleagues. Diversity should be considered compressively [10].

A Physician who is a leader has a capacity to influence colleagues. The concept of leadership here comprises exercising conscious, goal-oriented social influence on people for the purpose of performing shared tasks in pursuit of common goals, and focuses on leading subordinates, colleagues and teams [11,12]. In addition to this, physician as a leader should listen or follow the view of a team. The leader keeps an open eye on his followers' benefits, so people follow the leader voluntarily, and the leader directs the follower by using a transformational style [13]. In general, acquiring leadership comes with practical experience and opportunity to apply learning and discover challenges in practice. It is crucial to have these leadership skills in health care system as a physician.

On contrary, physician as a manager takes formal position. Acquiring managerial skills is important. Accordingly, management skill is the ability to successfully fulfill management functions such as planning, organization, coordination and control [14]. Management as a job which takes care of planning, organizing, budgeting, coordinating and monitoring activities for group or organization [15]. Specialist physician as a manager should direct and control the hospital employees. A Manager focuses on formal directing and controlling of their assistants, resources, structures, and systems [15].

As a good manager, a senior doctor should have relationship skills. That is the ability to self-conscious to accurately assess themselves and have to understand for others, facilitate communication, collaboration and working with a team [14]. A Manager should be able to set a plan. Planning is the ability to see things from broader perspective conceptualizing, set theory, predicting the future and developing long-term plans [14]. Furthermore, physician as a manager should have action taking skills. A manager should have a dedication to the achieve objectives, work in conditions of limited resources, respect of deadlines, route the others efficiency [14]. As specialist doctor having managerial skills can contribute to the efficacy of health care system.

Leadership and management overlap but they aren't same [15]. Both leadership and management involve influence, working with people, and working to achieve common goals [16]. However, the fields of leadership and management are considered different [17]. Leaders promotes change, new approaches, and work to understand people's beliefs to gain their commitment while managers' promote stability, exercise authority, and work to get things accomplished. Leadership and management are two distinctive and complementary activities. Both are necessary for success in an increasingly complex and volatile business environment [15].

In conclusion, a specialist physician needs a leadership in every day to day work activity. I aspire to be a specialist physician with the above leadership quality in the coming 10 years. Even though, not all leaders can manage. It is my desire to be a leader with some managerial skills. Balancing the role of both management and leadership are critical to organization success. It is essential for a leader to have managerial skills to be successful as a specialist physician.

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