

Solution Focused Leadership in Health Care

Leaders must acknowledge the importance of their role and that their behaviour has an impact on staff, recognising that junior staff rely on their leadership in developing their own professional skills and capability.

Leadership does not necessarily involve telling people what to do. If you need to tell people what to do, you are probably not leading. Effective leaders build on individual and team strengths and are deeply committed to the growth of every individual.

In my experience the more leaders the better and on the best of teams everyone is a leader. Individual differences are celebrated and learning is encouraged and nurtured.

Leadership is about being quick to praise and encourage the smallest amount of improvement and is always looking for opportunities to finding someone doing the right thing.

Effective leaders use persuasion not coercion and build consensus within the team to ensure that high quality work can be sustained.