

# Role of Distributive Leadership to meet the challenges in Healthcare

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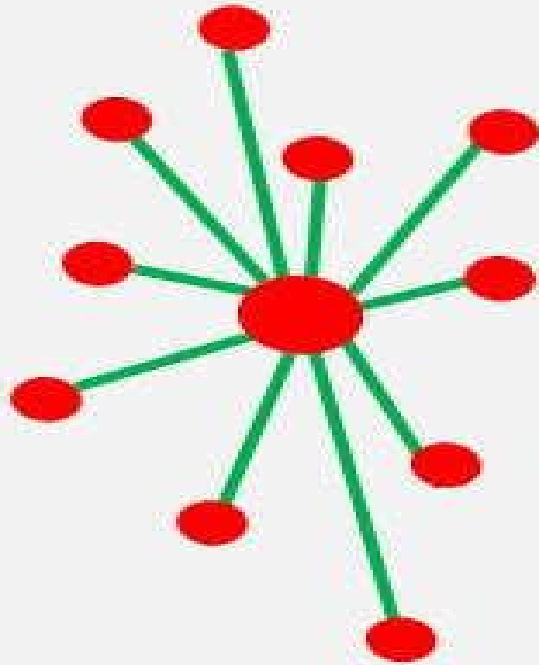
Chairman & Managing Director

Chief of Gastroenterology & Liver Diseases

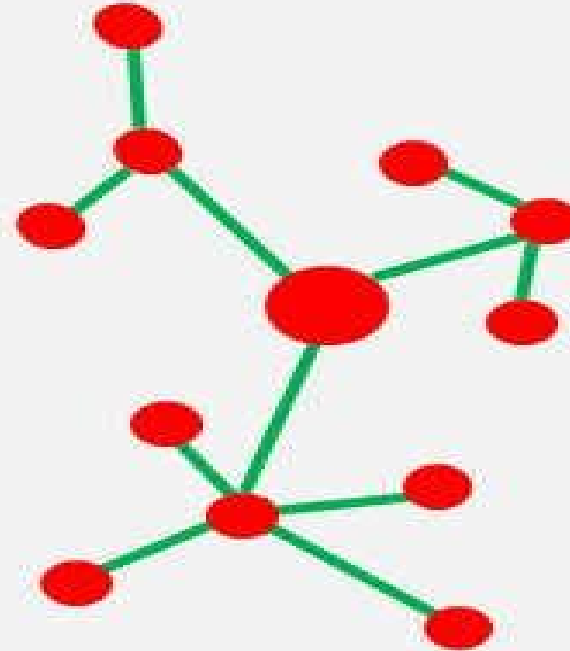
Continental Hospitals

Advisor to Govt. of Andhra Pradesh, Healthcare Facilities

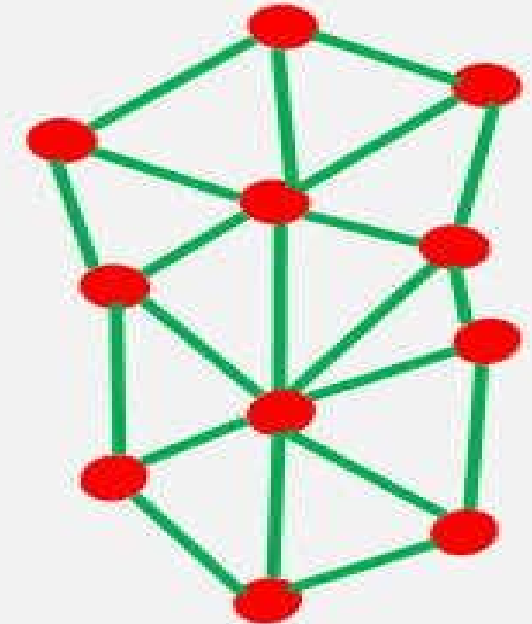
# Types of Leadership



**Centralized  
Leadership**



**Decentralized  
Leadership**



**Distributed  
Leadership**

*Image Source: Koemhong Sol International Christian University, Tokyo, Japan, January 20, 2020*

# The Core Leadership Styles



*Image source: FourWeekMBA*

# The Likert's Management Systems

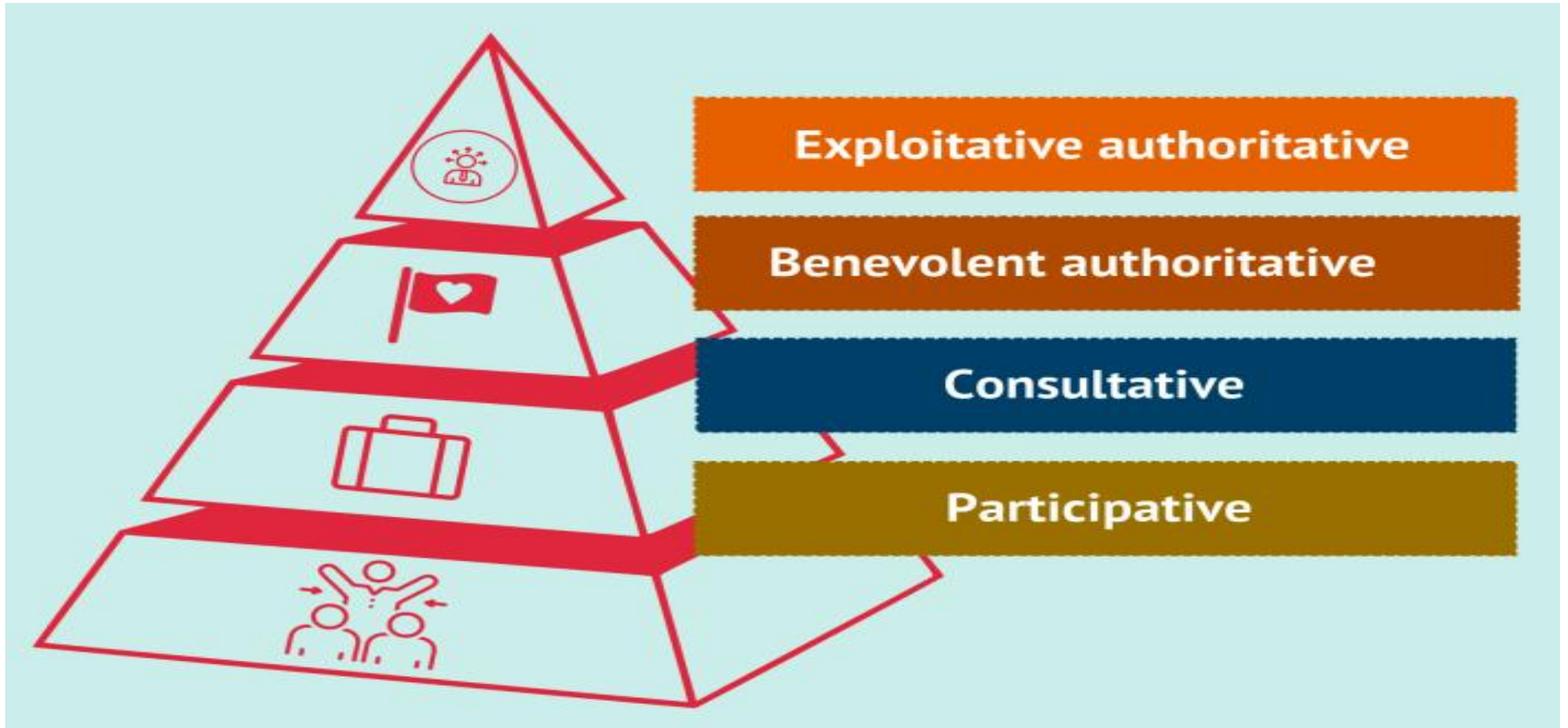
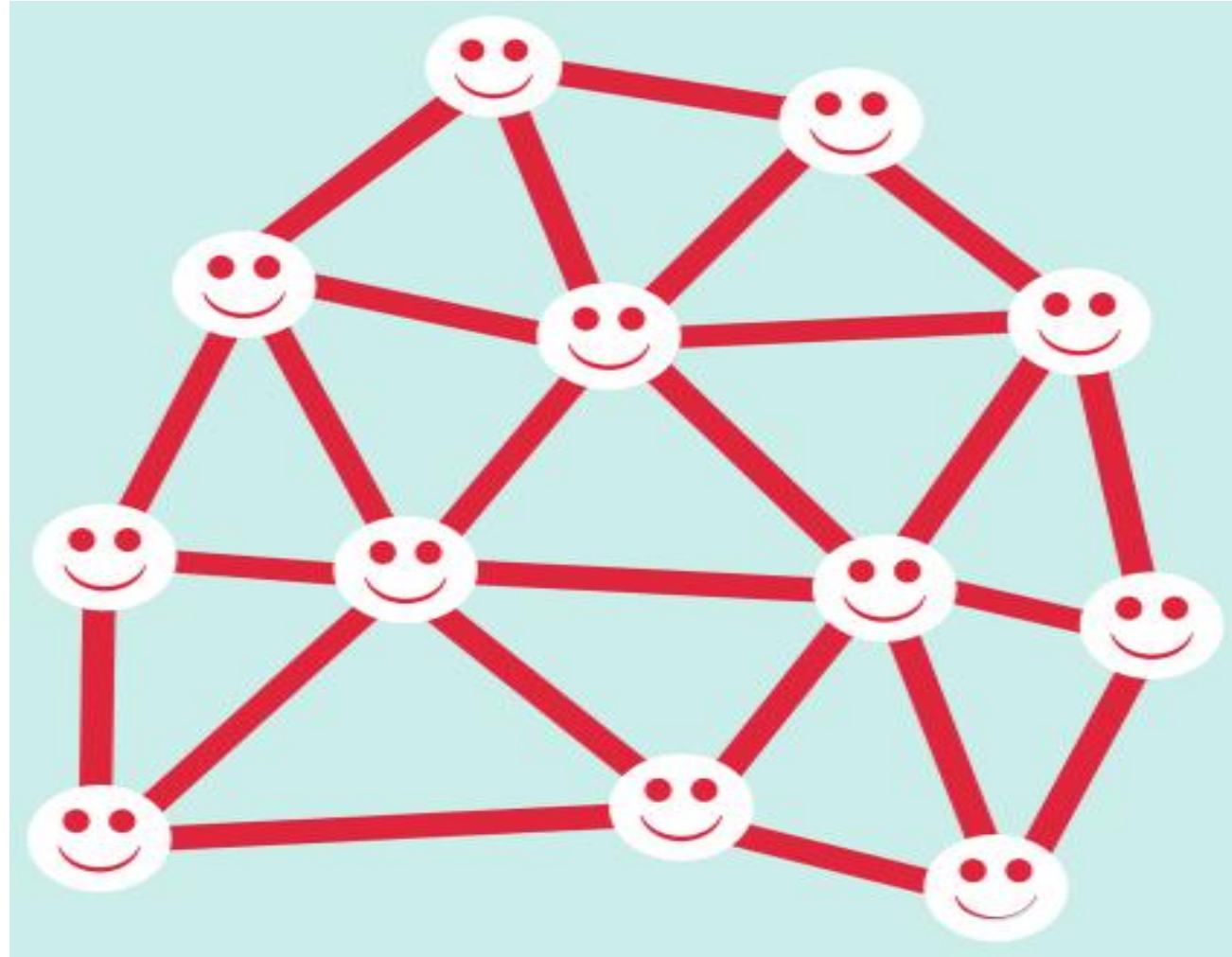


Image source: FourWeekMBA



# Distributive Leadership in a Nutshell



*Image source: FourWeekMBA*



# Distributed Leadership



*Image source: Marketing91*

# Traditional Leadership Vs Distributed Leadership

## Traditional Leadership

### The Team Leader :

- Takes decisions
- Gives instructions
- Controls whether people do what he told them to
- Is the super expert
- Delegate tasks

## Shared Leadership

### The Team Leader :

- Enables people to act
- Establishes shared vision
- Facilitates Teamwork & information sharing
- Installs collaborative decision making and problem solving
- Stimulates experimentation
- Delegates responsibilities
- Coaches & gives feedback
- Is open for feedback

# Distributed leadership - Hallmarks



- *Shared responsibility*
- *Shared power and authority*
- *Synergy*
- *Leadership capacity*
- *Organizational learning*
- *Equitable and ethical climate*
- *Democratic and investigative culture*
- *Macro-community engagement*





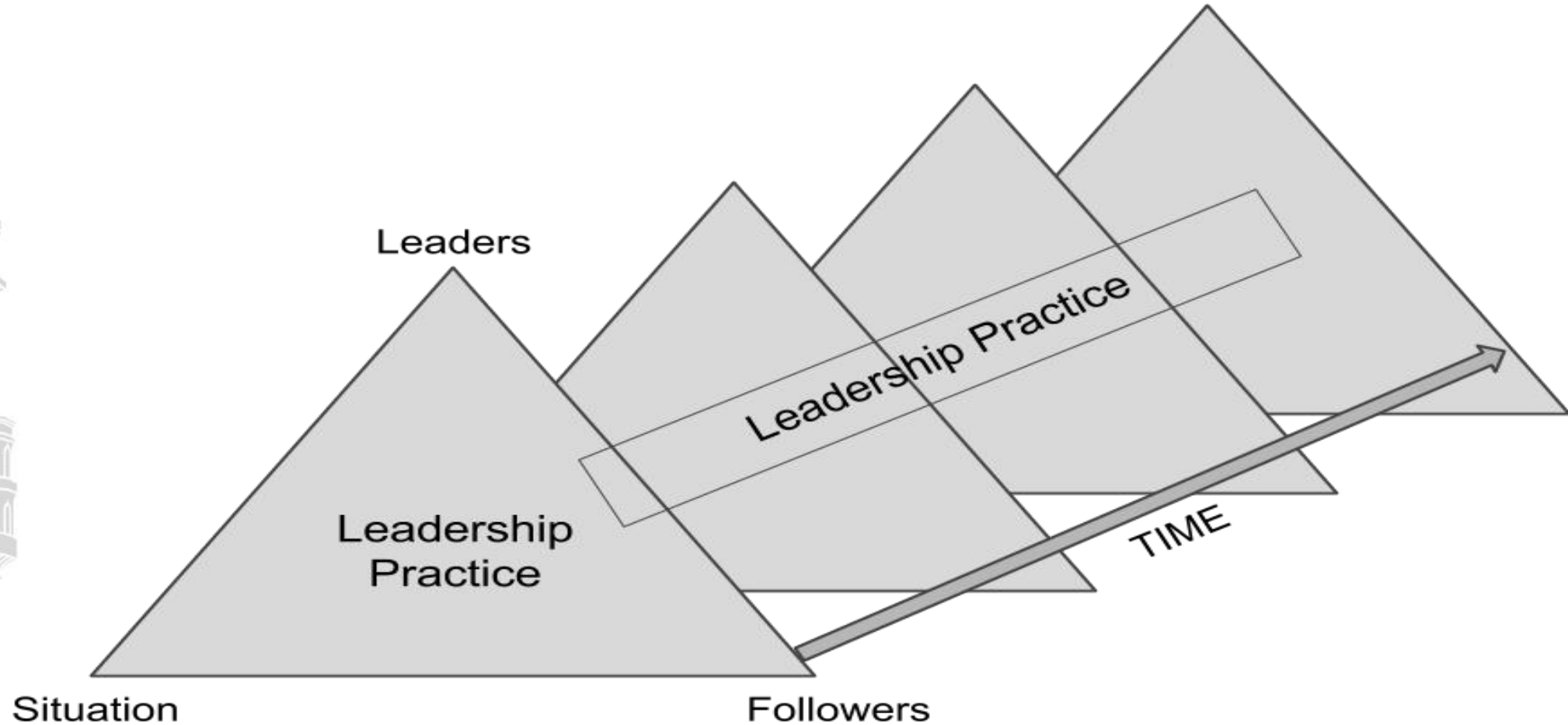
# Distributed leadership - Trust is everything



Good leaders replicate their qualities in other people, so the responsibility of leadership is distributed.

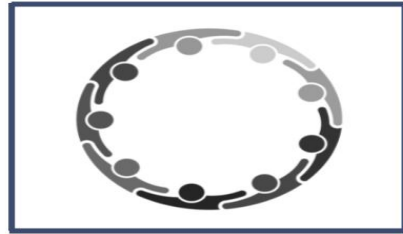


# Essential Aspects of Distributed Leadership



*Image Source: Koemhong Sol International Christian University, Tokyo, Japan, January 20, 2020*

# DISTRIBUTE THE LEADERSHIP



**RALLY AROUND THE  
PROBLEM OR POSSIBILITY**



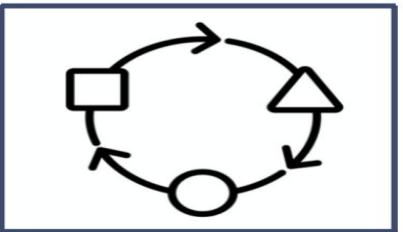
**ASK THE POWER QUESTION:  
DO WE HAVE THE  
PERMISSION, AUTHORITY  
AND RESOURCES?**



**IF YES, SOLVE  
WITH CRITICAL  
STAKEHOLDERS**



**IF NO, CREATE A  
WORKING SOLUTION AND  
ENAGE YOUR LEADER**



**WORK THE SOLUTION AND  
ADAPT AS NEEDED**

Image source: The Ingenuity LAB



# Distributive Leadership – Google

## *Eric Schmidt's principles*

- *Get to know your employees. ...*
- *Establish new ways to reward and then promote high performers.*
- *If there are problems that need to be solved, let employees own them.*
- *Ensure employees can function outside of Google's hierarchy.*

# Distributive Leadership

*Google's Sundar Pichai Qualities*

- ✓ **Humanity**
- ✓ **Understated**
- ✓ **Relationships**
- ✓ **Collaborative**
- ✓ **Deal Maker**
- ✓ **Mastery**
- ✓ **Fearless**
- ✓ **Transformational**
- ✓ **Math & Science**
- ✓ **Engineering**
- ✓ **Visionary**
- ✓ **Communicator**

# Distributed Leadership in Organizations

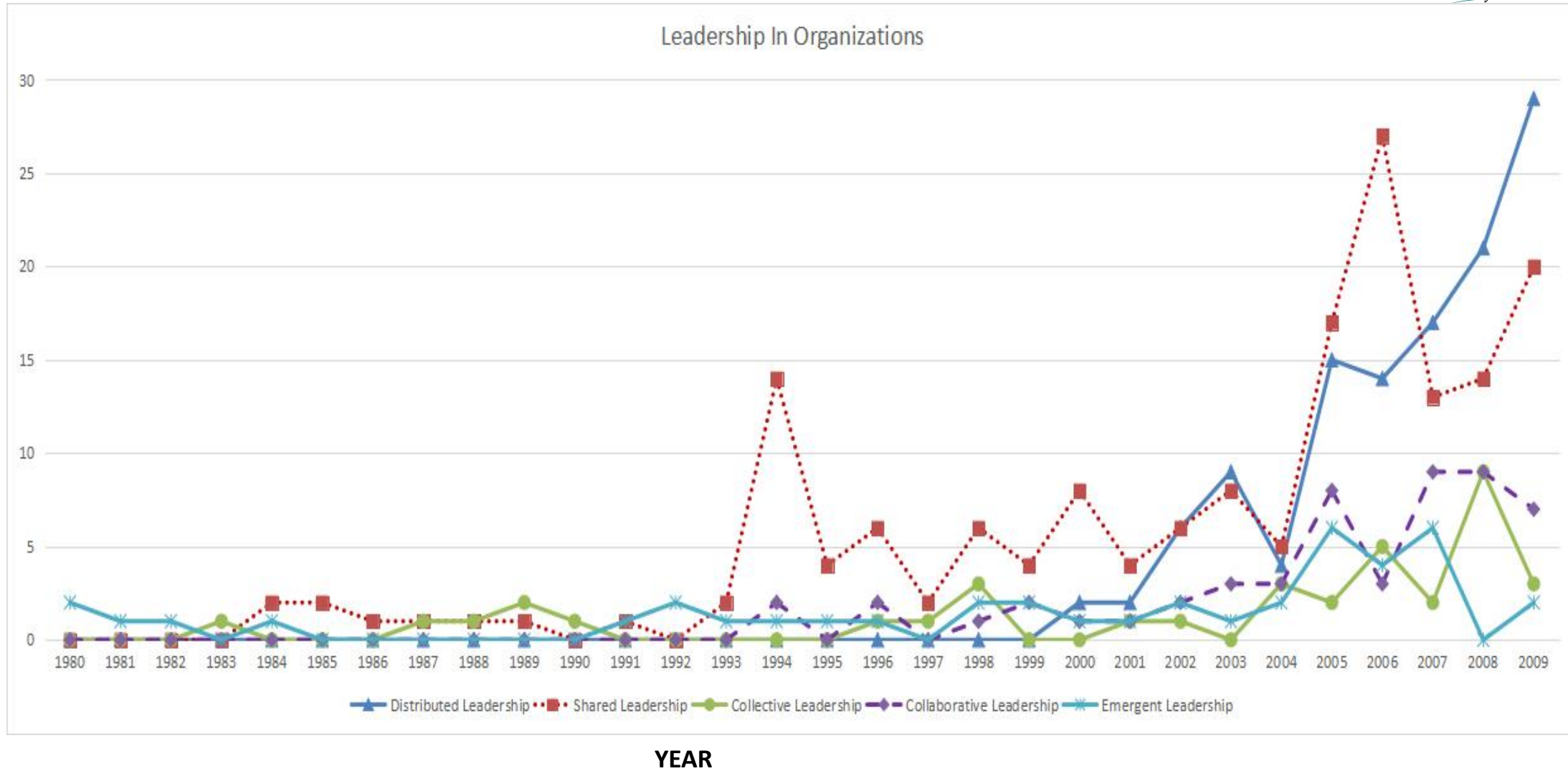


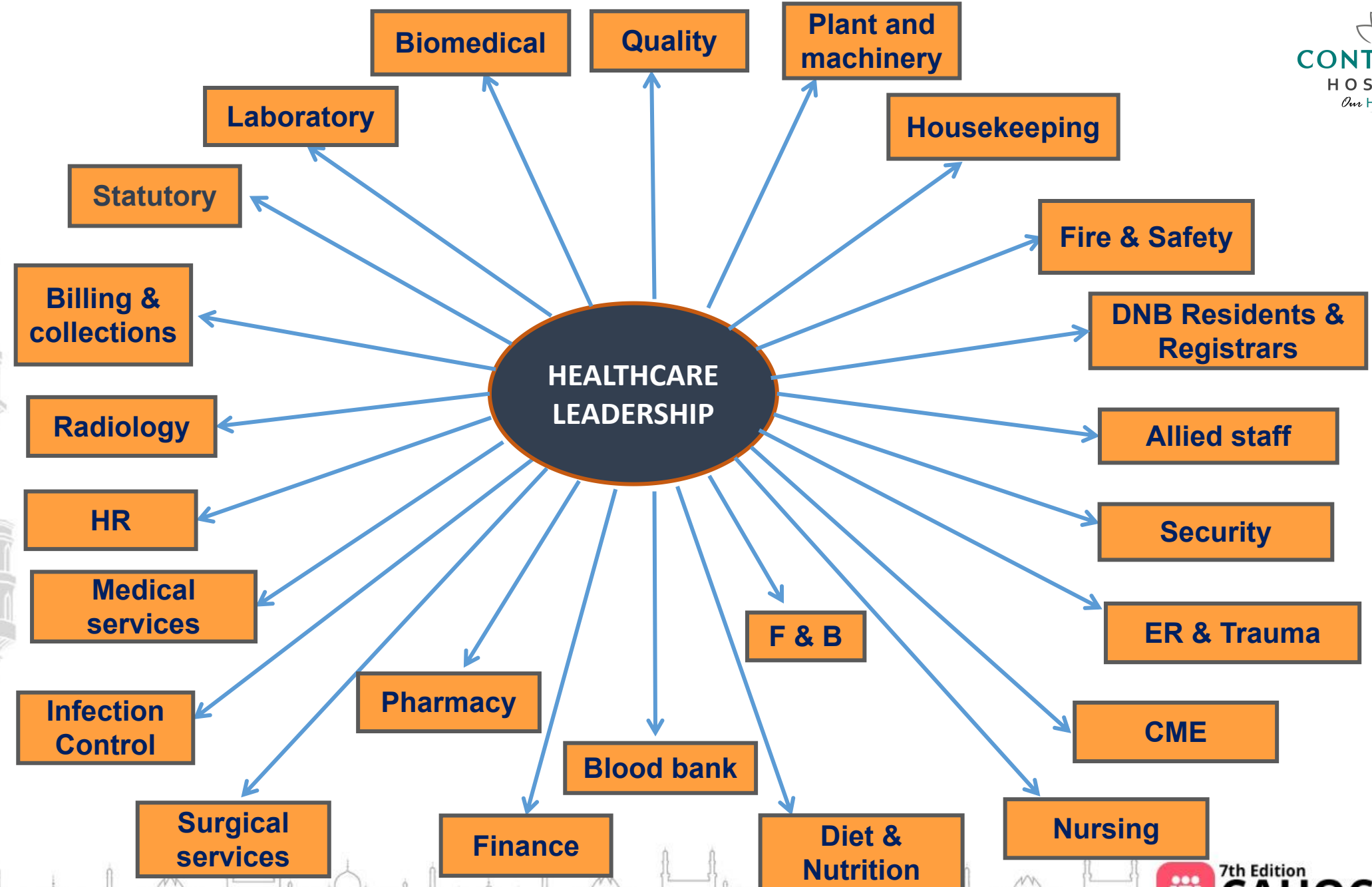
Image source: *IJMR, International Journal of Management Reviews, Vol. 13, 251–269 (2011)*

# Why distributed leadership is the future of management ?

*The future of work requires nimble leadership to cultivate a workforce able to accommodate new technologies and evolving risks.*

- ✓ **Relating**
- ✓ **Sensemaking**
- ✓ **Visioning**
- ✓ **Inventing**





# Clinical Services

## MEDICAL

Dermatology  
ENT  
Endocrinology & Diabetology  
Internal Medicine  
Gynecology  
Gastroenterology &  
Hepatology  
Hematology & BMT  
Medical Oncology  
Radiation Oncology  
Radiology & Nuclear Medicine  
Neurology  
Nephrology  
Pediatrics & Neonatology  
Pulmonology & Sleep  
Disorders  
Rheumatology  
Psychiatry

## SURGICAL

Bariatric Surgery  
Breast Center  
Cardiothoracic & Vascular  
Surgery  
Surgical Gastroenterology  
HPB & Liver Transplants  
OBGYN & IVF  
Orthopedics & Joint  
Replacement  
Neurosurgery & Spine Surgery  
Surgical Oncology  
Robotic Surgery  
Pediatric Surgery  
Urology & Renal Transplants  
Minimal Invasive Laparoscopic  
Surgery  
Plastic & Reconstructive  
Surgery



TRUE LEADERS  
DON'T CREATE  
FOLLOWERS,  
THEY CREATE  
MORE LEADERS

# THANK YOU!

