Developing Leadership and Team Building for Clinical Managers Training Course

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4100 € (Per Person)

Ref: #HOS2434_267713

Course Introduction / Overview:

Effective leadership is a cornerstone of high-performing clinical teams and successful healthcare institutions. This training course is specifically designed for clinical managers and supervisors who are tasked with leading teams, fostering collaboration, and driving results in a complex and demanding environment. It goes beyond generic management theory to address the unique challenges of healthcare, such as staff burnout, interdisciplinary communication, and patient-centered care. We will explore how to build a positive and resilient team culture, resolve conflicts, and motivate staff to achieve shared goals. The curriculum is informed by the foundational work of global experts like Peter F. Drucker, who wrote extensively on management, emphasizing the importance of empowering individuals and focusing on results. This program provides a comprehensive framework for developing leadership skills that are both compassionate and effective. BIG BEN Training Center is dedicated to empowering clinical leaders to create teams that are not only productive but also highly engaged and committed to a shared mission. This course equips participants with the tools to lead with confidence, manage change, and cultivate an environment of professional excellence and patient safety.

Target Audience / This training course is suitable for:

- Clinical managers and team leaders.
- Head nurses and charge nurses.
- Physician leaders and department chairs.

Unit supervisors and coordinators.

- Quality improvement and patient safety officers.
- Healthcare administrators.
- New and aspiring clinical managers.

Target Sectors and Industries:

- Hospitals and hospital systems.
- Private medical clinics and group practices.
- Ambulatory surgery centers.
- Long-term care and rehabilitation facilities.
- Public health agencies and government health departments.
- Home healthcare service providers.
- Pharmaceutical and medical device companies.

Target Organizations Departments:

- Clinical services and nursing.
- Hospital administration.
- Quality and patient safety.
- Human resources.
- Patient care services.
- Operations.
- Training and development.

Course Offerings:

By the end of this course, the participants will have able to:

- Apply fundamental leadership styles and choose the most effective one for a given situation.
- Build and lead a cohesive, high-performing clinical team.
- Master effective communication and conflict resolution skills.
- Motivate and empower team members to reach their full potential.
- Implement change management strategies in a healthcare setting.
- Address staff burnout and promote professional well-being.
- Conduct effective performance evaluations and provide constructive feedback.
- Foster a culture of patient safety and continuous improvement.

Course Methodology:

This training course uses a highly interactive and case-based methodology to ensure that participants gain practical and applicable leadership skills. The program incorporates case studies of successful and challenging team dynamics within clinical settings, allowing participants to analyze real-world situations and develop solutions. We will use interactive workshops and role-playing exercises to practice critical skills like conflict resolution, difficult conversations, and team motivation. The course includes group projects where participants will work together to develop a strategic plan for a fictional clinical team, addressing challenges like morale, productivity, and communication. BIG BEN Training Center believes that hands-on training is essential for mastering leadership. Our expert facilitators will provide personalized feedback and guide participants through challenging simulations. This engaging and dynamic approach ensures that participants leave not just with theoretical knowledge, but with the confidence and practical experience needed to lead their teams effectively and create a positive and productive work environment.

Course Agenda (Course Units):

Unit One: The Foundations of Clinical Leadership

- Defining leadership versus management in healthcare.
- Key leadership styles and their application.
- The role of emotional intelligence in leadership.
- Building trust and credibility with your team.
- Leading with a focus on patient outcomes.

Unit Two: Building High-Performing Clinical Teams

- Understanding team dynamics and roles.
- Strategies for fostering collaboration and communication.
- Conflict resolution techniques.
- Developing a positive team culture.
- Empowering team members and delegating effectively.

Unit Three: Motivation and Performance Management

- Theories of motivation and their application in clinical settings.
- Providing effective feedback and conducting performance reviews.
- Addressing and managing underperformance.
- Recognizing and celebrating team achievements.
- Promoting a culture of accountability.

Unit Four: Leading Through Change and Challenges

- Understanding the human response to change.
- Developing and implementing a change management plan.
- Strategies for managing stress and preventing burnout.
- Communicating effectively during times of uncertainty.
- Resilience and adapting to a rapidly changing healthcare environment.

Unit Five: Strategic Leadership and Professional Growth

- Aligning team goals with organizational strategy.
- Leading interdisciplinary teams.
- Developing a personal leadership development plan.
- Mentoring and coaching future leaders.
- The future of clinical leadership.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

In an environment of increasing operational demands and staff burnout, how can a clinical manager foster a culture of professional excellence and patient safety without compromising their team's well-being?

What unique qualities does this course offer compared to other courses?

This training course is a highly specialized program that focuses exclusively on leadership and team building within the clinical healthcare environment, which sets it apart from generic management courses. Our curriculum is tailored to address the unique pressures and interpersonal dynamics that clinical managers face every day, from managing diverse clinical staff to navigating patient safety concerns. We provide practical, hands-on learning experience through realistic case studies and interactive workshops, giving participants the tools to make an immediate impact. The course distinguishes itself by emphasizing a human-centered approach to leadership, focusing on emotional intelligence, communication, and team well-being. By combining foundational leadership principles with the specific context of healthcare, this program provides an invaluable skill set that is essential for any leader committed to creating a high-performing, compassionate, and resilient clinical team.