



**ASSOCIATION EUROPÉENNE DES MÉDECINS DES HÔPITAUX
EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS
EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE
EUROPESE VERENIGING VAN STAFARTSEN
DEN EUROPÆISKE OVERLÆGEFORENING
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΑΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI
DEN EUROPEISKE OVERLEGEFORENING
ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES
ASOCIACIÓN EUROPEA DE MÉDICOS DE HOSPITALES
EUROPEISKA ÖVERLÄKARFÖRENINGEN
EVROPSKO ZDRŽENJE BOLNIŠNIČNIH ZDRAVINIKOV
EUROPSKA ASOCIACIA NEMOCNICNÝCH LEKAROV
EUROPSKA UDRUGA BOLNIČKIHI LIJEČNIKA
ΕΒΡΟΠΕΪΣΚΑ ΑΣΟCΙΑCΙΑ ΗΑ ΣΤΑΡΣΗΤΕ ΒΟΛΗΙΧΝΗ ΛΕΚΑΡΗ
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

Document :	AEMH 15-043
Title:	Statement on Clinical Leadership
Author :	AEMH Working Group on Clinical Leadership
Purpose :	Information
Distribution :	AEMH, FEMS Member Delegations
Date :	8 May 2015

Statement on Clinical Leadership
(Working Group on Clinical Leadership, 8 May 2015, Vienna)

Clinical leadership is essential in health systems.

Clinical leaders should support and challenge others to achieve professional and personal goals and create engaging environments, listen well and encourage an open exchange of information and ideas.

Facilitate collaboration, cooperation and coalitions among diverse groups and perspectives aimed at learning to improve service.

Clinical leaders must act in a manner consistent with organizational values to yield effective, efficient patient-centered service to deliver excellent care efficiently. They must identify, establish and communicate clear and meaningful expectations, measure and evaluate outcomes and correct direction if appropriate.

Clinical leaders should question and challenge the status quo, identify issues, solve problems, design and implement effective processes across systems and stakeholders, create a climate of continuous improvement and creativity aimed at systemic change, scan the environment for ideas, best practices and emerging trends that will shape the system and contribute actively to change processes that improve services and organizational performance. This need for change can benefit from leadership skills which will make them more capable of bringing about the necessary improvements.

Many doctors should, and will, be called to occupy directorship posts and expected to perform as leaders, such required leadership skills can, and should, be enhanced before that.

Doctors occupy a central role in healthcare system daily management. So, involvement of physicians in hospital management is vital. Evidence shows that clinical leadership improves clinical results, patients' satisfaction and financial outcomes.

In this context AEMH and FEMS support the National Medical Associations in their efforts to develop clinical leadership skills among doctors.