



Statement on Clinical Leadership Vienna, 9 May 2015

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.