

TAXONOMY OF LEADERSHIP STYLES AND FEATURES OF LEADERSHIP IN MEDICAL INSTITUTION MANAGEMENT

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The article is devoted to the study of the influence of features of leadership in the management of a medical institution. The value of leaders in the management of health care practitioners has always and everywhere been exceptionally high. It is growing even more in the transition period that we are currently experiencing, when certainty is lost, the system of habitual relationships, governance and funding schemes is changing. In these conditions, the survival and the prospects of development of many teams depend entirely on the leader and his qualities. Leadership, as a process, involves the influence of the leader on other people. This impact is realized in three ways. The first is the mental influence on other people's thinking. In addition, other people's feelings and beliefs can be the object of influence. It is often easier for a person to grasp and accept new ideas and thoughts than to change their views and feelings. And finally, the third way is behavioral influence, when leadership aims to change behavior, that is, action.

The behavior of a leader is determined by two main indicators: the degree of directivity in leadership and the support that the leader provides to his subordinates. The leader should act as a coach (coach-mentor). Subordinates may have a desire to complete the task but may lack the necessary skills and competencies. In this case, the leader, who is the bearer of this style, continues to provide leadership and provide the necessary mentoring assistance to staff seeking to improve their skills. This style of leadership is prevalent in the world today, and is a good fit for the health care system.

The main qualities of a leader can be considered the vision of prospects, the ability to unite the team and lead it, to serve as a reliable protection for the team – from the doctor, the head of the department to the chief doctor. Only with the above qualities and experience, can a professional have every reason to become an effective leader.

In today's context, the most important issue in the field of health care management is the management of changes caused by medical reform. Changing leaders in every field of activity, healthcare is no exception, is a painful process. Focusing on the future, leaders must be able to cope with the inevitable challenges that the organization has to develop. In doing so, developing and implementing a vision for the future can disrupt the organization's equilibrium by releasing both support and resistance forces.

A true leader must have the appropriate knowledge, skills, abilities and qualities so as not to disrupt the health care system in the current difficult transition period, but, conversely, to find at each level of management such options that can prevent and even improve its quality.

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