

Collaborative Leadership in Medicine

Mary Waters, Leadership Scholars Program



Abstract

I interviewed five leaders in the field of medicine, all physicians in leadership positions, and analyzed their leadership styles. Additionally, I researched collaborative leadership and its role in the ever-changing world of healthcare. I have found that physicians in respected leadership roles tend to be team members who are very willing to acknowledge their flaws but also be aware of strengths and use them for the good of patients and the community.

“My leadership style is grassroots, understanding what people want and need and then make it happen, consolidating needs to make a plan for a vision.”

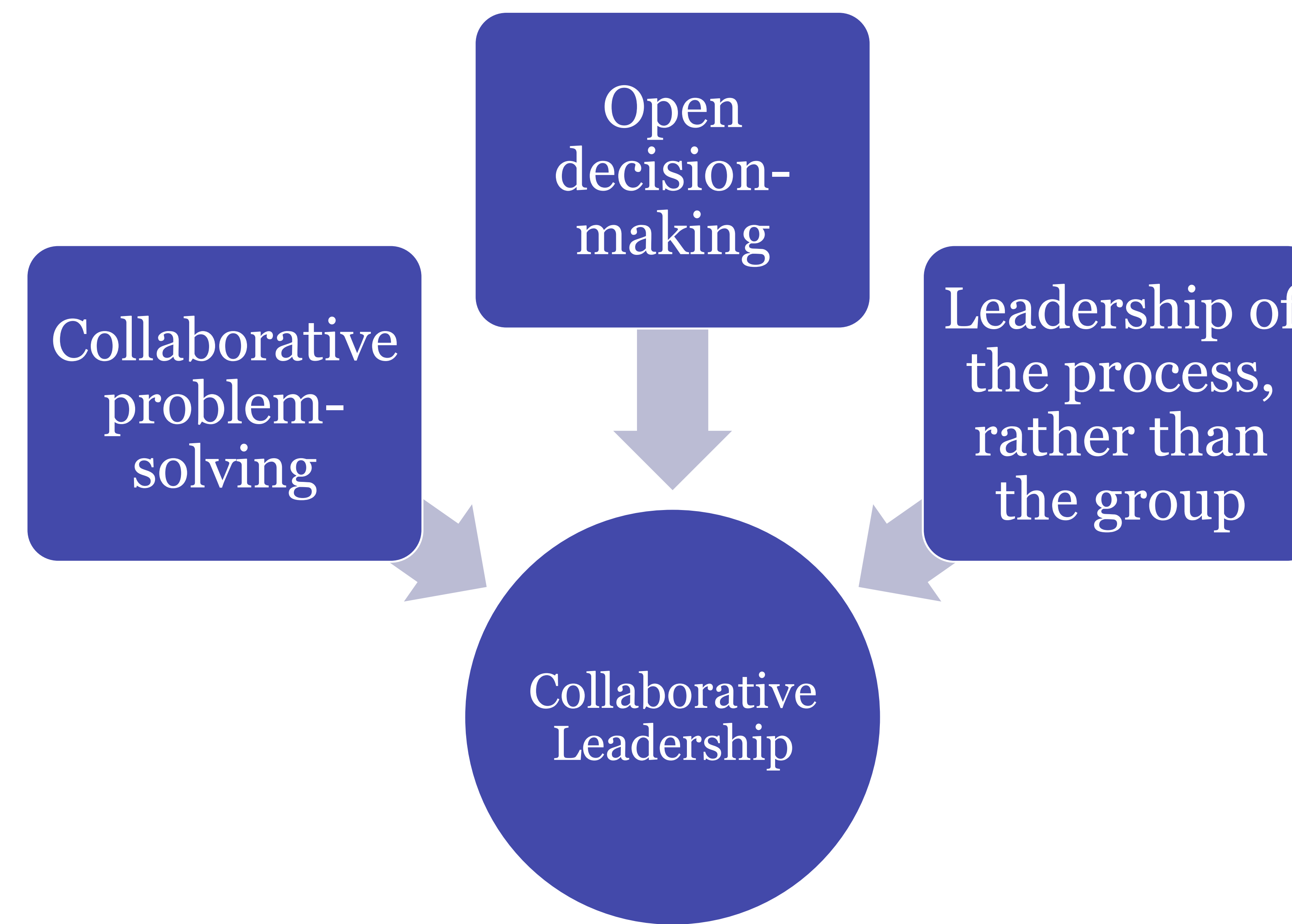
-Robert Hostoffer, DO

“To be a leader in medicine means to have a vision for the future including the whole delivery beyond the doctor and patient relationship.”

-Holly Perzy, MD, MMM

“Make yourself look at the 360° view, the wealthiest, the poorest, put yourself in every situation...the only thing that counts is what you learn after you know everything.”

-George Lewandowski, MD



Collaborative Leadership

This leadership style promotes shared responsibility among professionals in an organization and is typically employed when problems are very complex and large. There is equality and respect between colleagues as everyone is working towards a shared vision, and participants must be willing to humbly accept that their ignorance in some areas can be filled by the knowledge of their colleagues. Collaborative leadership gives groups access to a large collection of shared ideas that can be translated into results. In this type of leadership, there is also a focus on training future leaders as well as fostering community empowerment. Collaborative leaders encourage fundamental changes in order to improve operations or to better achieve goals. Some positive characteristics of collaborative leaders are that they are trusted, can easily relate to others in different situations, ensure that all voices are heard, and can see the big picture.



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