HEALTHFORCE'S LEADERSHIP MODEL

Healthforce's Leadership Model consists of four interlinked domains—PURPOSE, PROCESS, PEOPLE, and PERSONAL. Each domain encompasses a set of distinct leadership competencies necessary for the effective direction of health care organizations.

PURPOSE involves setting the vision and strategic direction of a lab, team, clinic, unit, or school and ensuring the path is consistent with the distinct values and culture of the organization, while also responsive enough to the external environment to survive.

PROCESS focuses on leadership and management tasks critical to creating success, such as managing projects, resources, and time, and making decisions.

You can't be a leader unless you work with and through PEOPLE as you promote teams, develop and motivate others, and engage in difficult conversations.

Finally, no leader can be successful without a deeper understanding of their PERSONAL role, their strengths, weaknesses, preferences, and ambitions.

© HEALTHFORCE CENTER AT UCSF

COMPETENCIES OF THE LEADERSHIP MODEL

Each of the leadership model's four domains encompasses a set of specific competencies. Competencies are measurable characteristics of a person, such as a behavioral skill, technical skill, attribute, or attitude. The distinct competencies for each domain are below.

PURPOSE

Monitor & understand healthcare trends

Develop a vision to focus & guide the organization

Develop creative & innovative strategies aligned with the vision

Use organizational values in setting direction

Leverage resources to transform healthcare

Practice organizational communication skills

PEOPLE

Build & use effective teams

Manage relationships at work

Motivate & develop others

Gain & align support

Practice effective interpersonal skills

Develop & use social & professional networks

Value & respect all aspects of diversity

Create positive work environments

PROCESS

Design operational plans to enact strategies for planning, monitoring & evaluation

Employ process improvement

Apply appropriate decision-making techniques

Utilize financial management principles & tools

PERSONAL

Develop self-knowledge & awareness

Establish & work toward leadership goals

Use time & energy effectively

Develop a capacity for self-regulation

Lead with integrity

Demonstrate courage & maintain resilience

Embody authentic leadership

Achieve an integrated & balanced life

© HEALTHFORCE CENTER AT UCSF