

HEALTHFORCE CENTER'S LEADERSHIP MODEL

Healthforce Center'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.

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.

