Introducing a Book: *Principles of Healthcare Leadership*
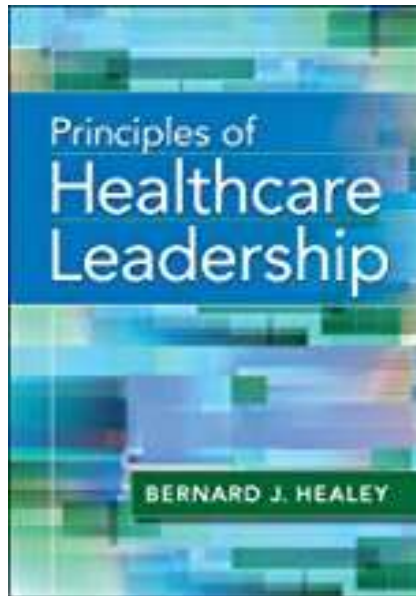**Author: Bernard J. Healey**

Health Administration Press; 1st edition (June 1, 2017)
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Courtesy: https://www.amazon.com/Principles-Healthcare-Leadership-Bernard-Healey/dp/1567938922/ref=sr_1_1?dchild=1&keywords=Principles+of+Healthcare+Leadership&qid=1611811245&s=books&sr=1-1

The Principles of Healthcare Leadership by **Bernard J. Healey** begins with the focus on how to manage and control "cost escalation and diminished quality of healthcare services." This problem is not just the problem faced by the United States of America only, it is faced by every nation around the world. And thus, the contents, arguments and suggestion offered by Professor Healey are truly relevant to all, including the managers/leaders as well as government medical hierarchy in India. Healthcare ministry officials will greatly benefit by reading this book.

The book is divided into 5 parts.

Part I Introduction to Leadership in Healthcare

Part II Leadership Skills

Part III Organizational Culture Building

Part IV Leading People in Healthcare Delivery

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Part V Leadership Case Studies

This Part V has five case studies:

Case Study 1: Leadership and Never Events by Bernard J. Healey

Case Study 2: Leadership in Wellness Programs by Susan Diana and Dana Abend

Case Study 3: #ThinkBeforeYouPost by Katie P. Desiderio

Case Study 4: Leadership in a Changing Healthcare Environment by Bernard J. Healey

Case Study: 5 Transforming Community Health by Justin Beaupre

There are two chapters under Part I: Chapter 1 deals with "the future of leadership in healthcare", and Chapter 2 deals with "the evolution of leadership in healthcare."

Part II Leadership Skills has four chapters. Chapter 3 deals with "Leadership Theory." Chapter 4 deals with "Creativity and Innovation in Healthcare." Administrators and supervisors of hospitals/clinics as well as the government officials from the Healthcare/health ministry offices who are not medical doctors will greatly improve their performance of their official duties by reading this chapter. Chapter 5 (by Jeff Helton and Nancy Sayre) focuses on "Healthcare Entrepreneurship". Chapter 6 (by Tina Marie Evans) discusses "the Development of Trust in Healthcare Organizations." We have a long tradition of distrust in our healthcare organization. With clinics coming up in every nook and corner, the common distrust is that these clinics are focused more on the increase in income of the clinic, etc.

Part III Chapter 7 discusses the "the Process of Culture Development in Healthcare Organizations. Every organization has its own culture and tradition. The Organization's good standing and the good name it earns through its systematic and sympathetic work always help attract more customers. Healthcare is not viewed as business; it is viewed as service, and so this service component helps develop a positive culture and also it helps change the elements of culture in consonance with prevailing situations. Chapter 8 discusses "the process of change in healthcare organizations." The chapter presents the "factors in determining the need for change." It also points out managing the change needs dynamic management team. The leader of the organization may bring in the change, may adopt the change that is being brought out of necessity, and so on.

Part IV Chapter 9 is written by Tina Marie and this chapter deals with conflict management in healthcare organizations. Conflict arises from various sources: between members of the organization, between the rules of engagement, conflict between schedules, conflict or even quarrel between the administrative persons and customers, and so on. This is an important chapter for Indian practitioners. The chapter presents "the most common causes of workplace conflict." Anticipating and preventing conflict are dealt with great insight. Chapter 10 discusses "developing leaders and improving team performance in healthcare organizations." Chapter 11 (written by Francis G. Belaradi) discusses "Physician CEOs as Leaders of Healthcare Organizations". Almost every private hospital or clinic has a medical practitioner as the CEO in India. These CEOs also are the owners of the hospital or clinic. The challenges they face or will face are dealt with.

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Part V presents five case studies.

The book is highly useful for the students and faculty of medical colleges as well as for those who wish to specialize in the administration of healthcare organizations. When we read this book, we should keep in mind the context we live in (India) and interpret the suggestions suitably. HRD faculty members and students as well as the executives in HRD department in business corporations will also greatly benefit by reading this well-written and well-organized book.

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M. S. Thirumalai, Ph.D.

msthirumalai2@gmail.com

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