Leadership in Private Practices

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Leadership in Private Practices

When observing the inner workings of private practices, effective leadership is one of the most important factors that contributes to success. Within these practices, leadership goes beyond simply managing a team. It determines the effectiveness of a team, quality of patient care, and effective business operation. No matter the type of private practice, the role of a leader in these environments is dynamic and demands a blend of clinical expertise, interpersonal skills, and a strategic vision. An efficient leader in healthcare must have interpersonal skills, experience, and patient-centered care to be able to have a good outcome in the leadership in a private practice.

# Qualities of Good Healthcare Leaders:

*Effective Communication:*

A good leader must have interpersonal skills to be able to efficiently lead a team. It is very important for leaders to have interpersonal skills because they are to be strong and confident (Angood, 2023). Leadership qualities include effective communication and the moral of treating others the way you want treated. Leadership and good communication can result in better governing in medical practice (Brown, 2020). A leader must be confident in themselves and able to stand in front of a crowd. Leaders must also be able to speak to people they do not know and have the confidence to stand up for what they believe.

An effective leader must possess motivation and empathy. Healthcare leaders must be ethical because they will be responsible for their decisions as well as the decisions of others. Decisions made by an employee within a private practice will also fall back on the manager. Sometimes private practices are very busy and they see many patients a day. That said, it is inevitable for staff on a clinical to make a mistake. Afterall, the staff as well as the doctors are human and are bound to make a mistake at some point in time. If an employee makes a mistake, it can be up to the healthcare manager or leader to fix or address the mistake. Healthcare leaders must be able to correct others in a kind way and have a purpose for correcting (Tremaine, 2022). This can include addressing it with the doctor or addressing it with a manager above them.

*Interpersonal Skills:*

Healthcare leaders must also be able to be transparent, authentic, and trustworthy (Neagle, 2021). The employees of a private practice must be able to trust their leader. If an employee goes to their leader to discuss personal things, it is up to the healthcare leader to keep it confidential. Employees must be able to believe and trust that their leaders have their back and will do everything in their power to make their workload attainable.

Healthcare leaders must be transparent. To be transparent means to have clear communication. While there are things in the healthcare place that the entire staff does not need to know, there are things that should be in full transparency with the staff. A good leader will make sure that their staff clearly knows what is expected of them and what is not. Healthcare leaders must also be transparent about their staff pay. Their staff should feel as if their pay is adequate for the work they do. Otherwise, staff will leave and find a workplace that pays them what they are worth.

Healthcare leaders must be able to listen. Many employees in a healthcare setting just want to be heard. Many leaders, not just in healthcare, sometimes think that they are above others and do not have to listen to others. One of the interpersonal skills of active listening is vital in the healthcare field. Patients must feel as if their questions and feelings about things are heard, especially from the staff and the healthcare leaders.

*Patient-Centered Care:*

In healthcare, one of the biggest parts is the patients. Without people who need care, there would be no healthcare. Patient care must be top-notch in order to keep a private practice in business. Keeping patients healthy and functioning should be the number one goal of any private practice. It takes certain types of people that carry leadership qualities to help care for patients (Stromgren, 2017). People that show initiative and confidence are the ones that take care of patients. There are many patients that come into private practices worried and anxious, and it is up to the staff to make them feel heard and understood.

*Compliance Challanges:*

There are many challenges within any business, but in healthcare there are so many challenges that even include life or death. In healthcare, people must comply with HIPPA regulations as well as OSHA regulations. HIPPA regulations are in place because patients' medical history is private, and it is to be only discussed in the office. OSHA regulations are in place. Healthcare leaders must be good at communicating and be able to solve conflict (Stromgren, 2017). When conflict arises, the healthcare leader must be able to solve and diffuse the problem. It should not be up to an employee to diffuse a problem, as they were not trained and not in the position to deal with an unhappy patient.

*Clinical Experience:*

Healthcare leaders must have clinical experience. It is important that a healthcare leader works within a clinic to understand the pressure their clinical team is under. Having experience in a clinical setting allows healthcare leaders to understand their employees and the doctors they work for. Healthcare leaders within a private practice must be able to be thrown into clinic and help it move smoothly. It is very important for the leaders to be able to work in the clinic because if a private practice is short staffed, the leader must be able to jump in and help where help is needed.

*Evolving Healthcare Industry:*

Leadership within healthcare is very important because the healthcare world is constantly evolving. The World Health Organization is considered a big leader worldwide that helps implement change in healthcare (Cocoman, 2023). The healthcare industry is constantly changing due to improvements within technology and treatment. There have been so many new advancements in healthcare because new technology can make it easier to diagnose patients. Healthcare leaders in private practices must be able to adapt to new technology and help their staff adapt to new technology as well. If all healthcare workers were in the operating room or in clinic, there would be no management to take care of them. Leadership within private practices is so important that they can adapt to the changes within healthcare.

*Teamwork and Team Building:*

Teamwork within a private practice is vital to be able to keep the office flowing. There are many times that some employees get overworked and other employees work less. As a healthcare leader in a private practice, one goal is to make sure all employees work together to patients in and out and give patients adequate care. Some healthcare leaders just recognize that the job is getting done, and not how it is getting done. The employees that become lazy because other people make sure that everything is taken care of, become even lazier. The employees that get overworked soon become burnt out and decide to look for other jobs. Attractive healthcare practices include good leadership and a maintained healthy work environment (Hult, 2023). It is important that healthcare leaders in a workplace recognize the ones keeping the practice flowing and reward them. Healthcare leaders in private practices must encourage teamwork and recognize teamwork as a main goal of the practice. Teamwork is the main goal of practice because teamwork makes everyone’s job easier and makes the practice move smoother.

*Business Leadership:*

Within any business, there are always leaders that must be the head of the business. In a private practice, typically the leader in the practice is the person who makes sure both the patient side and business side of the office run smoothly. Private practices are typically stand alone and do not have someone above them. There are many extreme challenges within healthcare, so it is very important to have leaders that are strong and confident (Angood, 2023). The leaders must be able to make business decisions for the practice to grow and flourish.

*Maintaining a Work-Life Balance:*

Healthcare leaders embody confidence, strength, and empathy. While it is vital to embody these qualities in the workplace, it is also important to rest and replenish at home. Healthcare leaders' responsibilities include taking care of their staffs needs, their doctors needs, as well as their patients needs. There are many responsibilities in the workplace for healthcare leaders and for these leaders to continue to lead, they must take care of themselves too.

**Conclusion:**

Leaders within private practices have many responsibilities. Some of these responsibilities include maintaining a healthy work environment and adapting to new advancements in the healthcare field. Good leaders in healthcare are needed, especially within private practices. Private practices desperately need efficient leaders because it seems as if there is a high turnover rate among the employees of private practices. An efficient leader in healthcare must have interpersonal skills, experience, and patient-centered care to be able to have a good outcome in the leadership in a private practice.

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