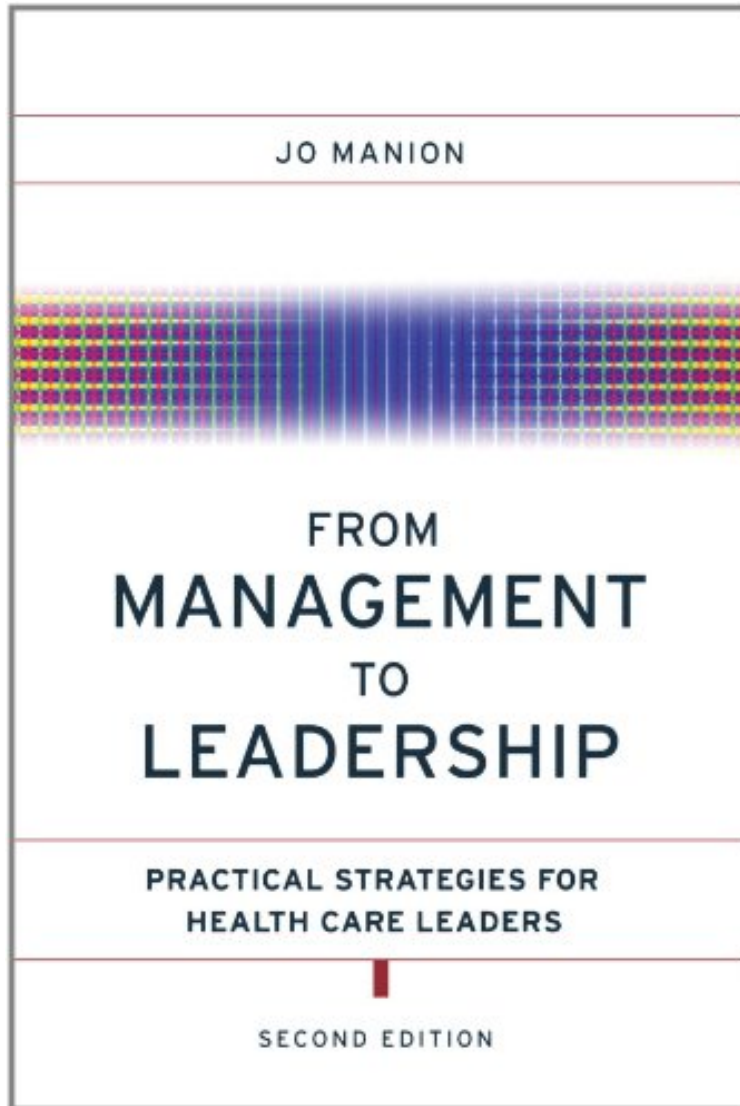


(Read now) From Management to Leadership: Practical Strategies for Health Care Leaders

From Management to Leadership: Practical Strategies for Health Care Leaders

Jo Manion

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Jo Manion : From Management to Leadership: Practical Strategies for Health Care Leaders before purchasing it in order to gage whether or not it would be worth my time, and all praised From Management to Leadership: Practical Strategies for Health Care Leaders:

0 of 0 people found the following review helpful. A great book for college students!!By Deborah T. KlinvexVery detailed and easy to read, Ms. Manion uses many examples to inspire those of us who will be entering the health care

management field in the near future. This book teaches how to be an effective leader, not only a manager. Her explanations are easily understood, even by students preparing to enter the field. Striving to be a great health care leader is a challenge I will take with the knowledge from this book!

1 of 1 people found the following review helpful.

A great book for aspiring leaders in healthcare

By Laurie B. Heels

Dr. Jo Manion is the founder and principle consultant for Manion Associates, an organizational consulting practice which serves the needs of individuals and organizations. She is a Fellow in the American Academy of Nursing and has published extensively and spoken on areas of leadership development, the creation of positive work environments, and the development of effective work teams. In her book *From Management to Leadership: Practical Strategies for Healthcare Leaders*, Dr. Manion defines leadership and its attributes and compares and contrasts the differences between an effective manager and leader. Important differences that she highlights between these two roles are the focus of managing in the here and now vs. leading into the future. The creation of a vision and mission are an integral cornerstone of an effective leader. This book effectively highlights how to build effective relationships through the dynamic interaction between leader and follower. Creating commitment to an organization is also discussed. Becoming an effective leader is an exercise in futility if you are unable to mobilize your staff to follow. A key discussion point in this section is the importance of creating a clear mission and vision statement. Commitment will follow if the organization practices what it preaches. Consistency is paramount. Written and oral communications styles are also discussed. The topics range from communicating clearly in a presentation to errors in communication because of cultural differences. A concise discussion of facilitating processes in today's business environment covers empowering employees, creating teams and resolving conflict. The overall theme is to teach leaders how to assess a problem, intervene only when necessary and redirect the process. The importance of getting results from the processes used is also highlighted as well as the need to develop staff to lead as well. The author effectively presents these key aspects of developing into a leadership role. These skills can be applied at any level of leadership from the novice leader to the experienced senior executive. While addressing issues within the healthcare sector, Dr. Manion's points can easily be translated to leadership improvement in the business sector. Concrete examples are provided to illustrate key points. To illustrate the importance of communicating with clarity Dr. Manion uses the following example: During his tenure as Director of the Federal Bureau of Investigation, J. Edgar Hoover was taught the importance of clear communication while reviewing a letter draft. In the margin of the letter he wrote, "Watch the borders". His intent was to inform his secretary to widen the borders of the letter. Unfortunately, his overzealous aides assumed that he meant to watch the borders of Mexico and military readiness was increased along the U.S.-Mexico border. (p. 119) Thankfully, no negative repercussions occurred in the diplomatic relationship between the United States and Mexico because of this miscommunication but Dr. Manion illustrates her point effectively with this example. *From Management to Leadership* is an educational resource for any individual currently in a leadership role as well as anyone striving to become an effective leader. This book teaches and reinforces valuable skills for communicating, negotiating, leading and facilitating change. The author successfully illustrates how leaders can get off track but this book can be used as a guide to get on track again. The book is easily read and the examples provided to illustrate points are always applicable and oftentimes humorous. This reviewer highly recommends this book to any aspiring leader and as a resource for those who need a refresher course in effective leadership skills.

"I used to wonder why we have so many health care managers and so few health care leaders. If you are curious about the same thing--Jo Manion explains it all in this book." --Leland R. Kaiser, president, Kaiser Consulting "Today's challenging health care environment requires leadership qualities based on fundamental interpersonal competencies. In this book Manion presents helpful insights with lots of examples for aspiring health care team members." --James W. Varnum, president, Mary Hitchcock Memorial Hospital and Dartmouth-Hitchcock Alliance "Unique in presenting essential leadership content in a competency framework using real life examples, Jo Manion's *From Management to Leadership* is for anyone in or seeking a leadership role in today's chaotic, rollercoaster health care or education system." --Carole Kenner, dean and professor, University of Oklahoma Health Sciences Center College of Nursing "For anyone who wants to be reminded about what sound leadership entails, this is the book for them. I recommend it without reservation." --Tim Porter-O'Grady, senior partner, Tim Porter-O'Grady Associates, Inc., Atlanta, Georgia and co-author of *Quantum Leadership: A Textbook of New Leadership* "The communication, coaching, and motivational theories and tools Manion brings together are comprehensive and just what is needed for any leader seeking better results." --Mary Jenkins, co-author, *Abolishing Performance Appraisals* and vice president of organizational learning and development, Genesys Regional Medical Center, Grand Blanc, Michigan

"Every leader in your organization needs to read this book! Jo Manion has another winner." (Leland R. Kaiser, PhD) "Leadership is the bridge between strategy and organizational success. This book provides a thoughtful perspective on the importance of interpersonal skills in developing successful health care leaders." (Gordon Sprenger) "*From Management to Leadership* is must reading for managers in today's chaotic health care environment. It provides great insights into building relationships, obtaining commitment, and achieving successful outcomes within an

organization." (Barbara A. Donaho, RN, MA, FAAN) "This book is right on target for the leader confronting issues in organizational change. . . . A must for all those who seek to master the role of leader in a transformational time." (Tim Porter-O'Grady, EdD, PhD, FAAN) "Jo Manion shares her real-life learning curve about what leadership is all about. I truly believe that Jo's book represents a significant contribution to the advancement of management practice in health care. She writes with extraordinary insight and clarity." (Rosemary Jacobson) "This book is a must or all those in health care who are already leaders . . . who aspire to be leaders . . . or who need to step up to the challenges of leadership. Manion deftly leads the reader through a vast array of workplace trends and changing ideas about what leadership can and must be." (Winnie Schmeling, PhD, RN, FAAN) "I used to wonder why we have so many health care managers and so few health care leaders. If you are curious about the same thing; Jo Manion explains it all in this book." --Leland R. Kaiser, president, Kaiser Consulting "Today's challenging health care environment requires leadership qualities based on fundamental interpersonal competencies. In this 'must-read' book Manion presents helpful insights with lots of examples for aspiring health care team members." --James W. Varnum, president, Mary Hitchcock Memorial Hospital and Dartmouth-Hitchcock Alliance "Unique in presenting essential leadership content in a competency framework using real life examples, Jo Manion's 'From Management to Leadership' is a 'must have' for anyone in or seeking a leadership role in today's chaotic, rollercoaster health care or education system." --Carole Kenner, dean and professor, University of Oklahoma Health Sciences Center College of Nursing "With the myriad leadership books on the market, it is refreshing to find an author who hasn't forgotten the firm foundations upon which good management and leadership ability must be built and who can expand on them as she has in this new edition. In a time when there are many trendy takes on the role of leader, it is encouraging to read a text that is firmly grounded in good leadership principles and excellent management process. For anyone who wants to be reminded about what sound leadership entails, this is the book for them. I recommend it without reservation." --Tim Porter-O'Grady, senior partner, Tim Porter-O'Grady Associates, Inc., Atlanta, Georgia and co-author of *Quantum Leadership: A Textbook of New Leadership* "The communication, coaching, and motivational theories and tools Manion brings together are comprehensive and just what is needed to for any leader seeking better results." --Mary Jenkins, co-author, *Abolishing Performance Appraisals* and vice president of organizational learning and development, Genesys Regional Medical Center, Grand Blanc, Michigan

From the Inside Flap

The development of leaders is a critical challenge facing health care organizations today. Tumultuous change is occurring at breakneck speed, creating the need for individuals who can affect a new direction, win the commitment of employees and other key stakeholders, and influence others to do what needs to be done to achieve a future vision. Interpersonal skills are especially critical success factors, yet little has been written about developing them within the leadership context. *From Management to Leadership* identifies all the fundamental interpersonal competencies every leader needs and maps out suggestions for improving these skills, including:

- Communication skills-both verbal and nonverbal
- Giving constructive feedback
- Conflict management
- Delegation of responsibility
- Team building
- Change management

Examples from health care leaders at all levels emphasize key points. Seasoned leaders will find that the concepts and skills presented are essential as they reshape and redefine roles. For new or aspiring leaders, this book can serve as a road map for the development of interpersonal skills that enhance leadership success.