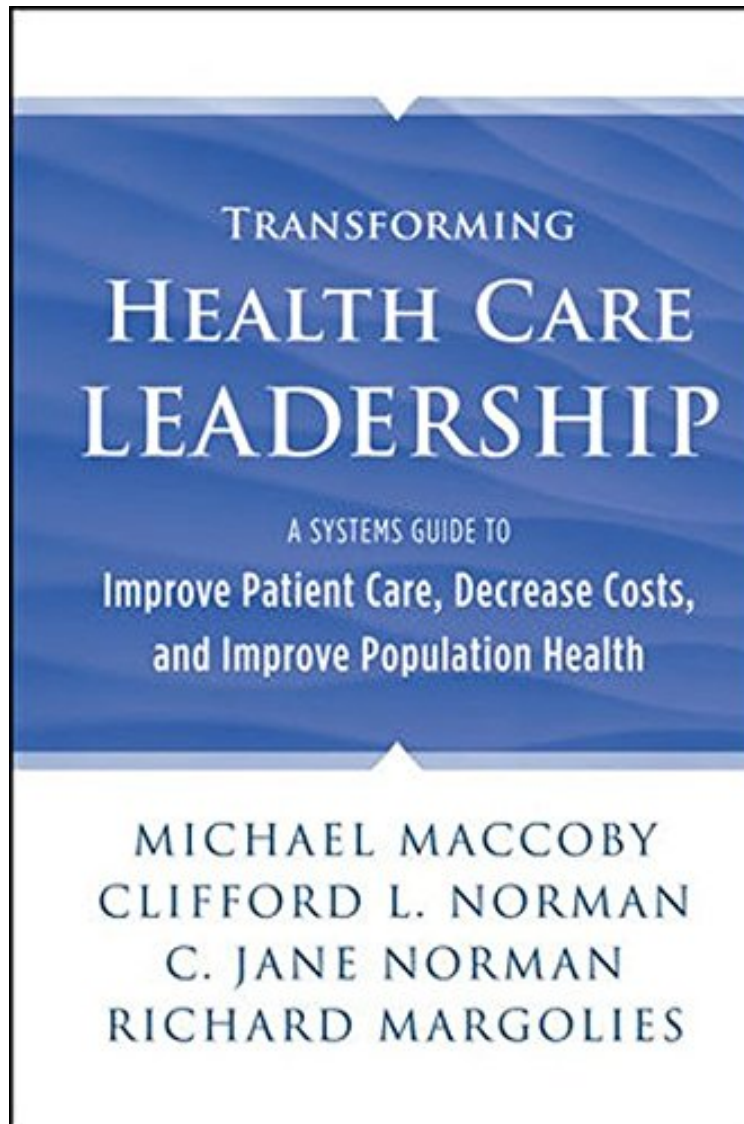


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Transforming Health Care Leadership: A Systems Guide to Improve Patient Care, Decrease Costs, and Improve Population Health

Michael Maccoby, Clifford L. Norman, Jane Norman, Richard Margolies
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Michael Maccoby, Clifford L. Norman, Jane Norman, Richard Margolies : Transforming Health Care Leadership: A Systems Guide to Improve Patient Care, Decrease Costs, and Improve Population Health before purchasing it in order to gage whether or not it would be worth my time, and all praised Transforming Health Care

Leadership: A Systems Guide to Improve Patient Care, Decrease Costs, and Improve Population Health:

2 of 2 people found the following review helpful. This brilliant book hits a grand slam!!!By Tomas J AragonI run the public health division of a major urban health agency. This book hits a grand slam!!! If you want an integrated, comprehensive framework and road map (with examples) on leading a health system transformation into a learning organization, then this is the perfect book. This book is a tremendous gift to organizational health leaders at every level that aspire to lead their team, unit, division, or agency into strategic, self-organizing, continuously-improving, high-performing systems (and subsystems) that protect and promote health, prevent disease and injury, and improve quality of life and well-being.The book covers three domains: Leadership philosophy, Strategic Intelligence, and Profound Knowledge[1] Leadership philosophy - - Defining organizational purpose - - Ethical and moral reasoning - - Practical values - - Defining results[2] Strategic Intelligence - - Foresight (future internal and external changes that will significantly impact the organization) - - Visioning (idealized design of the future: purpose, people, practical values, processes) - - Partnering (team, customers, suppliers) - - Motivating (influencing, persuading, inspiring)[3] Profound knowledge (based on W. Edwards Deming) - - Systems thinking for health organizations - - Personality intelligence (team/group psychology) - - Knowledge creation (theory of learning using PDSA cycles) - - Statistical thinking for decision-making ("knowledge of variation") "This book applies to any health organization including public health and medical care systems. I have not read a better critical synthesis of leadership theories, continuous improvement, and organizational performance. This book will provide a unifying, modern framework to organize your health leadership development in today's complex, high-risk environment.4 of 4 people found the following review helpful. Best book on the subject ever written!By Mike TaigmanI've read almost everything that's been published on healthcare leadership, quality management, and quality improvement in the last thirty years. This wonderful book synthesizes the best knowledge available and gives it a whole new spin. Dr. Deming talked about his "System of Profound Knowledge," but many people have a hard time really understanding it. Maccoby, Norman, Norman, and Margolies have made Dr. Deming's teaching accessible and actionable. If you've only got time to read one book a decade, this is the one. It will help you become a better leader and produce tangible results for the patients you serve.0 of 0 people found the following review helpful. MSN StudentBy Nurse momExcellent subject matter related to transformational leadership aimed at advanced practice nursing. Good read and easy to follow.A bit difficult to highlight. Could be my clumsy fingers though.

Praise for Transforming Health Care Leadership "The authors of this book provide the necessary tools for health care leaders to build a learning organization that can make the Triple Aim a reality—better patient care, at lower per-capita cost, while learning to improve population health." —Donald M. Berwick, MD, MPP, FRCP, president emeritus and senior fellow, Institute for Healthcare Improvement; former administrator, Centers for Medicare Medicaid Services "This book is a must for every nurse leader's library and should be a resource and tool in every graduate nursing program, particularly those who are preparing doctoral students focused on systems leadership. It is full of experiential learning, and brings leadership to life." —Alexia Green, RN, PhD, FAAN, professor and dean emeriti, Anita Thigpen Perry School of Nursing, Texas Tech University Health Sciences Center "At a time when bold changes are necessary in the delivery of health services to improve outcomes and lower costs, the authors provide both compelling reasons for change and specific case studies of how it can be done. This is an important resource for leaders at every level in every part of the health sector today. It should be required reading for all those who want to improve the performance of their part of our medical enterprise." —John Rother, president and CEO, National Coalition on Health Care "Transforming Health Care Leadership is a well-constructed guide to transforming health care by creating transformational leadership. Anyone serious about improving health care—who has hope that we can actually succeed at making things better for our patients and communities while practicing good financial stewardship—needs to read this book." —Tony Joseph, MD, founder, The Healthcare Accreditation Colloquium

From the Inside FlapTransforming Health Care Leadership is a guide for gaining the knowledge and mastering the tools to successfully meet the unprecedented challenges that health care organizations and their leaders now face. The authors rebut management myths that may have worked in yesterday's health care bureaucracies but have no place in the learning organizations that are coming to dominate this field. Health care organizations are challenged to improve care at the bedside for patients, learn from individual patients to improve population health, and reduce per capita costs. To achieve these aims, new kinds of leaders are needed in all parts of the organization. These leaders need to apply and integrate: "Strategic Intelligence" (foresight, partnering, visioning, motivating)"Profound Knowledge" (systems, variation, personality intelligence, theory of knowledge)"Shared Philosophy" (purpose, practical values, ethics and moral reasoning, definition of results)"Methods and Tools" based on the above to move a health care organization from a bureaucracy to a learning organization that can rapidly adapt to continual change. Readers will learn to thrive and succeed in today's environment, by improving the patient's experience, challenging prevailing

assumptions about cost, and raising the health of the populations they serve.

About the Author Michael Maccoby, PhD, is president of The Maccoby Group in Washington, DC and an associate fellow at the Said Business School, Oxford University. Clifford L. Norman, MA, ASQ Certified Quality Engineer, is a consultant with Associates in Process Improvement (API) and co-owner of Profound Knowledge Products, Inc. He is a member of the American Society for Quality (ASQ). C. Jane Norman, BS, MBA, ASQ Certified Quality Engineer, is a consultant and president of Austin API, Inc. and Profound Knowledge Products, Inc. Richard Margolies, PhD, is a psychologist and vice president of the Maccoby Group who assists leaders in developing their leadership and strategy.