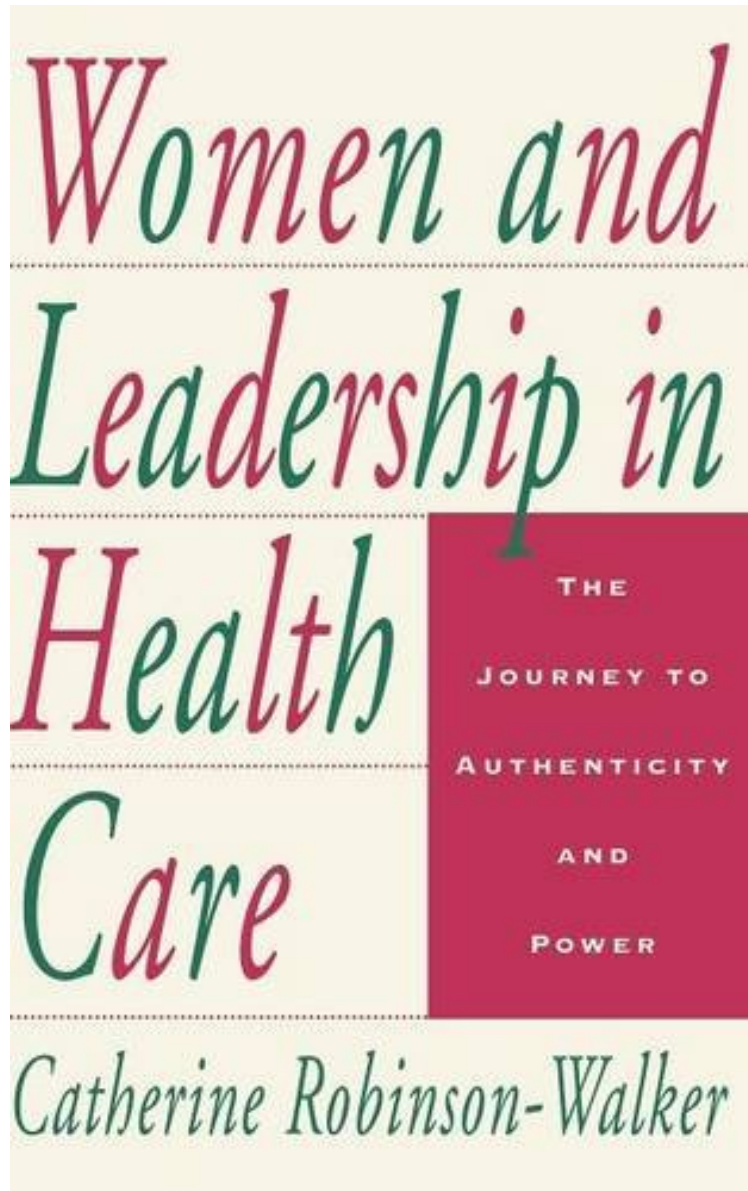


Women and Leadership in Health Care: The Journey to Authenticity and Power

Catherine Robinson-Walker

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Catherine Robinson-Walker : Women and Leadership in Health Care: The Journey to Authenticity and Power before purchasing it in order to gauge whether or not it would be worth my time, and all praised Women and Leadership in Health Care: The Journey to Authenticity and Power:

1 of 1 people found the following review helpful. The Ultimate Book for Women in the Health Care Industry By Marianna Hegedus This book is excellent for any woman interested in pursuing a leadership role in healthcare. As a woman who is currently employed in the healthcare industry, it was refreshing to learn that the "glass ceiling" really does exist, and isn't just in most of our minds. This book reveals many essential steps women can take on their rise to the top. Ms. Robinson-Walker gives insightful examples of the healthcare environment and the reality of what women face on a daily basis. Her contributions by many within the industry - both male and female - shine a light on what the real perceptions are of women in health care. It was important to hear what our male counterparts thought of our capabilities as leaders. What I found most intriguing about this book, is the detailed steps of what women can do to overcome many of the obstacles that currently exist. There were many introspective ideas that I never would have considered, yet, after reading the book, they made perfect sense. The suggestions on how we can break through the glass ceiling are realistic and within anyone's reach. This book is well organized from beginning to end. Not only does she ask the questions, but she provides the answers. All aspects of health care leadership are represented, from clinical to administrative. With the information obtained in this book, I have a renewed ambition of reaching the top! This book should be a must read for any young woman contemplating a career in the health care industry, even if it's in a clinical role. This would be a great book to give as a graduation gift to any young woman entering college or nursing school. If you are currently in the industry and have aspirations to move into a senior level management position, take this book to a quiet spot and soak in every word!!!

3 of 3 people found the following review helpful. A comprehensive look at women leaders in health care. By A Customer Robinson-Walker frames her book using the following questions: Why do women of undisputed talent opt out of senior roles? Why are some not even considered even if qualified? Why do others not choose developmental opportunities leading to positions of leadership? Utilizing a thorough review of literature and interviews with nearly 100 leading female and male health care executives from a variety of disciplines, the author weaves their stories into a compelling analysis. She notes that women, who comprise 85% of U.S. healthcare workers, fill little more than a third of all management roles. The author goes on to address the stumbling blocks presented in the literature and described by those who participated in interviews. Moving beyond the specific issues and challenges experienced by women seeking and experiencing leadership, Robinson-Walker concludes the book with suggestions for "reframing" our thinking about ways in which to achieve a more productive balance of women and men in health care leadership roles.

4 of 4 people found the following review helpful. Excellent, a must read for anyone in the business world. By Nancy Guzan (Nancy.Guzan@gte.net) I am not a manager in the healthcare industry. However, I work in office support in the healthcare industry. Ms. Robinson-Walker's book was a tremendous inspiration to me during a difficult time. I found that I was enlightened and educated by the material addressed. I particularly liked the personal stories. This book also validated that the problems were not me, but the system. I recommend this book not only for managers but for anyone who works in a business environment. From the mailroom clerk to the CEO. Thank you so much.

"Catherine Robinson-Walker uncovers important insights that help both men and women develop key strategies that will strengthen the leadership in their organizations. Her research reflects the value of the 'co-creation model' for the future of health care." -Kathryn Johnson, President/CEO, The Health Forum

Written for health care executives and managers, of both sexes, *Women and Leadership in Health Care* explores the vital issues that surround the gender disparity in health care leadership. This book answers the vital questions concerning how gender affects health care leadership. It reveals how to create a diverse, creative, and resourceful leadership pool. And gives women the tools they need to break the glass ceiling. Filled with useful suggestions and practical advice, the book

- * Offers guidance for overcoming gender barriers in health care leadership
- * Reveals how senior level executives and managers can learn the skills they need to become successful mentors to future health care leaders
- * Shatters common myths such as "Time alone will solve the problem of too few women in the health care executive ranks"
- * Spells out how executives and managers can renew and hone their leadership abilities
- * Focuses on the lessons men learn from women and the lessons women learn from men
- * Outlines effective strategies from recognized experts in the fields of negotiation, communication, and executive recruitment

"This book is a must-read. Its power lies in its abundant stories which demonstrate how relationships based on integrity form the context in which leaders maximize their unique potential and contributions, regardless of gender." -- JoEllen Koerner, JoEllen Koerner and Associates, past-president, American Organization of Nurse Executives

"For a person navigating the complex pathway to top leadership jobs, gender issues continue to influence career progression. Finally, a comprehensive analysis of the issues provides important insight for both current and future leaders, with innovative ideas to help recognize and reduce gender issues in organizations." --Katherine W. Vestal, national director of healthcare services, Hay Group, Inc

"Catherine Robinson-Walker uncovers important insights that help both men and women develop key strategies that will strengthen the leadership in their organizations. Her research reflects the value of the 'co-creation model' for the future of health care." --Kathryn Johnson, president/CEO, The Health Forum

"Robinson-Walker's words combine power, beauty, and elegance on a subject frequently discussed in

whispers. I hope people take this book to a quiet place and read it with care and thought." --Patrick G. Hays, president and CEO, BlueCross BlueShield Association

From the Inside Flap Women and Leadership in Health Care: The Journey to Authenticity and Power Women outnumber men six to one in the health care field. But despite their numbers, women still struggle to gain entry into boardrooms and the "executive suite." Why are there so few women in top-level management and executive positions within the health care industry? Can this course be changed? Written for health care executives and managers of both sexes, *Women and Leadership in Health Care: The Journey to Authenticity and Power*, explores the vital issues that surround the gender disparity in health care leadership. This book answers the vital questions concerning how gender affects health care leadership. It reveals how to create a diverse, creative, and resourceful leadership pool. And it gives women the tools they need to break the glass ceiling.

Meticulously researched, *Women and Leadership in Health Care* is based on Catherine Robinson-Walker's comprehensive survey of health care leaders and a far-reaching review of today's management literature. Robinson-Walker—a recognized expert in leadership development in health care—offers hands-on guidance for health care managers and executives enabling them to assess their current environment and create a plan that will ensure the most qualified employees have the opportunity to develop into top-level health care leaders. By delving deeply into the complexities of beliefs and perceptions about gender, the author offers an invaluable resource for understanding the often confusing mix of gender, leadership, professional culture, social expectations, and personal bias. Filled with useful suggestions and practical advice, the book offers guidance for overcoming gender barriers in health care leadership. Reveals how senior level executives and managers can learn the skills they need to become successful mentors to future health care leaders. Shatters common myths such as "Time alone will solve the problem of too few women in the health care executive ranks" Spells out how executives and managers can renew and hone their leadership abilities Focuses on the lessons men learn from women and the lessons women learn from men Outlines effective strategies from recognized experts in the fields of negotiation, communication, and executive recruitment. *Women and Leadership in Health Care* is filled with poignant, inspiring, and moving personal stories about the challenges—and triumphs—of effective leadership. A Road Map to the Top of Health Care Management

Women and Leadership in Health Care : The Journey to Authenticity and Power is for leaders on either side of the health care glass ceiling. For women who want to reach the top levels of leadership in today's more than one-trillion-dollar health care industry, it offers a road map showing how to get there. For women and men who have already entered the executive suite, this book will reveal ways to assess the environment to ensure that the best and the brightest have an opportunity to rise to the top.