



Importance of Leadership skills for International Medical Graduates

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Objective

Academic Performance

To assess the importance of leadership skills, especially participation in Research projects, attending conferences, collaborating with other faculty members and team-based learning.

Clinical Experience

To assess the importance of leadership skills during clinical rotations by obtaining feedback evaluation from Supervisors based on the empathetic attitude of candidate and good communication skills

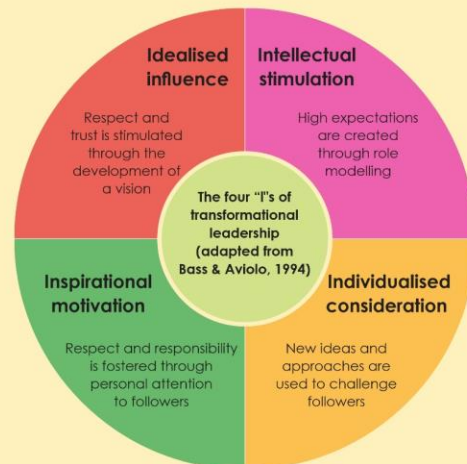


Figure: 1

Elaborating steps for Transformational Leadership

Introduction

Recently, medical leadership in hospitals has received increasing attention from both scholars and practitioners.

This was based on the idea that physicians are more influenced by their peers than by managers, due to the highly socialized character of the medical profession.

Physicians must act as 'leaders' within their clinical role, by organizing clinical work and establishing cross-departmental collaboration.

- ♦ leadership is not about titles it's a mind set and lifestyle.
- ♦ It is about being a good collaborator, communicator, contributor and a team player.

Summary

This study emphasizes the importance of leadership skills that tremendously impact the competitive residency matching process. Good medical leadership enable physicians to learn management and inspire others through effective communication and critical thinking.

Therefore, medical graduates are expected to develop skills to deal with conflict resolution, Help others, take mutual responsibility and Improve their performance in clinical practice, research and developing team building skills.

Methods

A comprehensive review of relevant literature on leadership skills for doctors was conducted. Data from previously published papers were analyzed to evaluate the importance of leadership skills in professional success. The factors analyzed were the impacts of leadership skills on academic performance and Clinical experience.

Results

Effective Leadership interventions have a positive impact in overall performance of individuals in Health care Facilities.

Leadership is an acquirable skill , anyone can learn it by spending time with people with good leadership skills , reading autobiographies of great leaders, reading books on leadership and attending conferences or taking courses on leadership skills

Conclusion

To conclude, the role of leadership in medical education Is to prepare International medical graduates as practioners and future leaders. Similarly, in researchers this trait is further essential to ensure ideal performance and motivation in projects. It should be encouraged throughout the initial education and training in healthcare professionals.

Table. 1
Leadership versus Management (adapted from
Swanwick & Mckimm, 2011)

Leadership	Management
Establishes Direction (Vision)	Plan and Budget
Connecting People	Employment and organising
Motivate and Drive (Inspire)	Control and Problem solve

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