

Vodenje zdravstvenih timov v epidemiološko zahtevnih razmerah

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Povzetek

Raziskovalno vprašanje (RV): Kateri stili vodenja vodje zdravstvenih timov prevzemajo za uspešno vodenje zaposlenih v času zelo zahtevne epidemiološke situacije?

Namen: Namen pregleda literature je ugotoviti kateri stili vodenja vodje prevzamejo v zahtevnih situacijah za uspešno opravljanje del in nalog tima ter umestitev teorije situacijskega vodenja, transformacijskega in avtentičnega stila vodenja v sodobne stile vodenja zdravstvenih timov v času pandemije.

Metoda: Uporabljen je bil integrativni pregled znanstvene in strokovne literature. Izvedli smo tematsko kvalitativno analizo in sicer smo uporabili sistematičen pregled znanja. Izvedli bomo tematsko kvalitativno analizo in sicer bomo uporabili sistematičen pregled znanja o teoriji situacijskega vodenja, transformacijskem in avtentičnem stilu vodenja kot najbolj pogostih stilov vodenja zdravstvenih timov v epidemiji covid-19. Za sistematičen pregled smo v raziskavi s ključnimi besedami teorija situacijskega vodenja (an.gl.: situational leadership theory), transformacijski stil (an.gl.: transformational style), avtentični stil (an.gl.: authentic style), stili vodenja (an.gl.: leadership style), zdravstveni timi (an.gl.: healthcare teams) v zdravstveni obravnavi in pridobili izvirne in pregledne poglobljene raziskave s tega področja zadnjih 3 let. Uporabljeni članki so po tipologiji: izvirni, pregledni in strokovni članki, v njih so uporabljene vse tri metodologije raziskav (kvalitativna, kvantitativna ter mešana metodologija raziskovanja). Članki so objavljeni v revijah s faktorjem vpliva. Pregled je potekal v naslednjih bazah podatkov: Web of Science, Scopus in Cinahl WITH FULLTEXT.

Rezultati: Raziskave kažejo, da se vodje poslužujejo s posameznimi elementi situacijskega vodenja in hibridnimi vodstvenimi stilom sestavljenega iz elementov transformacijskega in avtentičnega stila vodenja.

Organizacija: Raziskava bo uporabna za vse zdravstvene delavce na vodstvenih položajih, ki želijo celostno in vseobsežno spoznati različne stile vodenja in jih uporabiti za uspešno doseganje nalog v različnih razmerah ter premagovanje izzivov s katerimi se vsakodnevno srečujejo pri vodenju različnih zdravstvenih timov.

Družba: Poznavanje in prevzemanje različnih stilov vodenja bi morali poznati vsi vodje na vseh nivojih vodenja zdravstvenih timov. Ustreznost uporabljenega stila vodenja doprinese k učinkovitosti in uspešnosti opravljanja nalog ter ob enem zagotavlja dobre medsebojne odnose v timu tudi v najbolj zapletenih situacijah s katerimi se v zdravstvu srečujejo.

Originalnost: Raziskava pokaže še eno dimenzijo umestitve različnih stilov vodenja zdravstvenih timov v sedaj aktualnih razmerah s katerimi se sedaj srečujemo v družbi.

Omejitve/nadaljnje raziskovanje: Omejitve raziskave je, da je avtorica prispevka sama pristopila k sistematičnemu pregledu brez uporabe dodatnih ocenjevalcev, hkrati pa je to tudi priložnost za nadaljnje raziskovanje.

Ključne besede: stili vodenja 1, teorija situacijskega vodenja 2, transformacijsko vodenje 3, avtentično vodenje 4, zdravstveni timi 5, pandemija Covid-19 6.

Gordana Lokajner je univerzitetna diplomirana organizatorica dela, zaposlena na Onkološkem inštitutu Ljubljana kot raziskovalna medicinska sestra, habilitirana predavateljica za področje zdravstvene nege na FZAB Jesenice, je doktorska študentka na Fakulteti za organizacijske študije v Novem mestu, Slovenija.

Leadership of healthcare teams in epidemiologically demanding situations

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Abstract

Research Question (RQ): What leadership styles do healthcare team leaders adopt to successfully lead employees during a very challenging epidemiological situation?

Purpose: The purpose of the literature review is to determine which leadership styles leaders take on in challenging situations to successfully perform team work and tasks, and to place situational leadership theory, transformational and authentic leadership styles in modern healthcare teams leadership styles during a pandemic.

Method: An integrative review of scientific and professional literature was used in this research. We performed a thematic qualitative analysis, namely we used a systematic review of knowledge. We will perform a thematic qualitative analysis using a systematic review of knowledge of situational leadership theory, transformational and authentic leadership style as the most common leadership styles of health teams in the covid-19 epidemic. For a systematic review, we researched the keywords: situational leadership theory, transformational style, authentic style, and leadership styles, healthcare teams. We were acquired original and transparent in-depth research articles published in this field for the last 3 years. The articles used are by typology: original, review and professional articles, in which all three research methodologies are used (qualitative, quantitative and mixed research methodology). Articles were published in impact factor journals. The review was conducted in the following databases: Web of Science, Scopus and Cinahl WITH FULLTEXT.

Results: research shows that leaders use individual elements of situational leadership and a hybrid leadership style composed of elements known from transformational and authentic leadership style.

Organization: The research will be useful for all health professionals in management positions who want to comprehensively learn about different leadership styles and use them to successfully achieve tasks in different situations and overcome the challenges they face every day in leading different health teams.

Society: Having knowledge about and adopting different leadership styles should be known to all leaders at all levels of healthcare team leadership. The appropriateness of the management style used contributes to the efficiency and effectiveness of performing tasks and at the same time ensures good interpersonal relationships in the team, even in the most complex situations encountered in health care.

Originality: The research shows another dimension of the placement of different styles of leading healthcare teams in the current situation we are currently facing in society. Limitations / further research: The limitations of the research are that the author of the paper herself approached the systematic review without the use of additional evaluators, and at the same time it is an opportunity for further research.

Limitations / further research: A limitation of this research is that the author of the paper by herself has undertaken a systematic review without the use of additional evaluators, and at the same time this can be an opportunity for further research.

Keywords: leadership styles 1, situational leadership theory 2, transformational leadership 3, authentic leadership 4, medical teams 5, Covid-19 pandemic 6.

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