

# Improve Hospital Leadership Development With These 3 Tips

Hospital leaders must ensure the effective and efficient operation of their department, team, or the hospital as a whole. They do so with their innovative thinking, problem-solving skills, and motivation for success that is showcased daily.

As things change in the medical industry, select departments, and the hospital overall, the need for hospital leadership development expands as well. That's why many hospitals depend on leadership development programs such as those offered by [Edge Training Systems](#).

Obtaining leadership development training alone isn't enough to improve leadership. You must provide sufficient training without offering too much and make sure the purpose of the training is well known and rooted in the actual needs of the leaders and the hospital.

## Create a Culture of Consistent Development

The needs of a hospital are continually evolving. From the patients to the staff to new medical updates and innovations, with the frequent changes, hospital leadership must stay up to date on the best management practices to be able to lead properly.

That's why hospital leadership development can't be a one and done experience. Being a nurse manager or administrative leader in a field that is constantly changing requires that you provide yourself with the opportunity to consistently learn and improve your ability to lead through these changes.

You can develop a culture of leadership development by assessing the needs of the leadership team through assessments such as the [Edge 360 Leadership Assessment](#) and planning development training and opportunities to address areas that require growth.

Also, the leadership staff should be able to request training related to leadership skills they see need to be improved independent of any outside opinion or data.

## Don't Overdo The Hospital Leadership Development

Just as it's crucial to allow for consistent hospital leadership development opportunities, you don't want to overdo them. You might have the opposite of the intended effect if the leadership team is constantly bombarded with information, tips, techniques, tricks, etc. without having the time to review what was learned, internalize the information, put it into practice and see how it is working.

You can ensure that the leadership staff isn't overloaded by placing a waiting period between each development opportunity. This could be a week, a couple of weeks, a month or whatever is best for your staff. Be sure to have the conversation about how the leadership team is feeling post training and discuss how the information is being implemented in day to day hospital practices.

If you find members of your staff struggling to fully apply information from a previous training, consider what the best next step would be. It could be having a follow up training on the last topic or working together as hospital staff to analyze the information together and developing a plan moving forward.

Providing members of your leadership team with a mentor - on site or remote - to assist with this process might also prove to be beneficial as they work through the leadership development program

## Develop a Vision and Communicate It

What is the purpose of hospital leadership development? Are the leaders being required to attend these trainings, have their leadership style assessed, and speak with consultants about improving leadership skills without a thorough understanding of the importance behind the focus on leadership development.

They might feel their leadership style is fine, and being trained on leadership is just another box to check off on a to-do list. If they enter the process with that attitude, it can derail their individual progress and that of their department.

Before embarking in leadership development, be sure that the vision for how the hospital or department will operate after the training is discussed, so there is a known purpose identified in advance.

In an ideal world, everyone would agree with the vision and strive toward seeing it come to fruition, but that's not always the case. If you have members of the leadership team who don't agree with the vision or the importance of the training, that's when having a culture of open communication, trust, and mutual respect is beneficial.

Have a conversation about why the vision isn't shared and what their ideas are instead. As you go through the process of leadership development, keep those lines of communication open, so feelings of resentment don't develop.

## Improving Development

Edge Training Systems works with hospital staff to provide hospital leadership development [programs](#) and [training](#), [mentoring](#), [coaching](#), and [assessments](#) to determine what the need is.

As you move forward in your leadership training and you're seeking the best option for your hospital, be sure to review our information, programs, and services.

Here are a few articles you can refer to as you determine if Edge Training Systems would be beneficial to your hospital leadership development.

- [Can 360 Assessments Help Your Hospital?](#)
- [360 Degree Feedback Assessments for Hospitals](#)
- [Strengths and Weaknesses of Today's Emerging Leaders](#)