

# Pathway to Excellence: Leadership Accountability

## A Behavior to maintain Relationship Base Care Practice



### The Problem

- Lemke (2006) states that education is an element that provides a pathway to excellence.
- Health Care institutions refer to award recognition received to also measure excellence.
- Even though, health care institutions receive many awards, health care leaders are still seeking Excellence.



### Questions

- The topic of Pathways to excellence: leadership accountability has been raising many questions:
- Is the CEO of the Organization, the Leader?
- Who is part of leadership accountability?
- Who is nursing? RNs vs MA, LPNs

### Purpose of the Study

- This abstract will lead to a qualitative research study.
- The purpose of the study is to explore the perceptions of health care professionals on the issue of leadership accountability.
- Identify the elements that compose pathways to Excellence considering perspectives versus practice of leadership accountability.



### Procedure

- The researcher will conduct a series of Leadership Forum entitled: Leadership accountability. The participants will be selected purposively. The participants will be from different departments of Jackson Health System from environmental department to top management. There will be 20 meetings in 20 different departments. The participants will complete a survey voluntarily sharing their view on Excellence: Leadership Accountability.

### The questionnaire

- What does Pathway to Excellence mean to you?
- What does leadership accountability mean to you?



### Implications

- Data can be used to identify new pathways to Excellence.
- Pathways once identified can be used to develop leadership trainings that will help bring back old nursing values such as caring, smiling, offer help....
- Nursing is changing focusing on more education, research but nursing should maintain old nursing values: Patient Care.

### Implications (Cont)

- This study proposes to help nurses and health care professionals understand meaning of leadership accountability based on all new terms obtained during data collection. Leadership practices vs Leadership perspectives.

### References

- Lemke, R. (2006). Formula for Excellence. Sounds & Video Contractor, 24 (7), 96.
- Bell, H. (2004). Global Diversity: Four corporate briefs. Diversity Factor, 12 (4), 25-27.

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