

Leadership

It is all about our own conduct

Buddhdev Pandya MBE

Managing editor of Swasthya- Healthcare journal
Director of Policy -BAPIO
Formerly Director of Policy of British Indian Psychiatric Association
Member of Commonwealth Journalists Association

Mr Amit Sinha

Consultant Orthopaedic Surgeon, Spire Yale Hospital, Wrexham
Editor, BIDA Journal M



Mr Amit Sinha



Buddhdev Pandya MBE

Leadership is a buzz word among professionals and yet, it is the most misunderstood concept! Some may explain "Leadership" as a way of managing others and planning projects. Many managers employ the philosophy of keeping workforce happy workers, often trying to exhibit an aura of being honest and dignified in the leadership. Frankly, I agree with many experts that there is no particular "right" way to be a good and effective leader.

All of us who take responsibilities into a management or executive role, our style may differ for motivating and guiding people. It means providing effective leadership that finds the way that works best for both for our team and us.

One of the interpretation may be that the concept of leadership is a private affair; a kind of acceptance with oneself and it is all about committing to achieve the best in your conduct; be it in career or personal life!

There is no evidence, so far, to show that we are born with leadership trait. The good and bad practices, largely, grow around us as a product of our environment. It starts with our desire to impress others and impose control at every opportunity.

In any profession at the high-end of the scale professional-ism is learnt at all levels. Focus on tasks, output targets, eyes for details and even essentials of 'communication skills' all are passed on to us during the process. Then, you are on your own and it all depends on your ability to be flexible to learn on the job. Ego is boosted with power of position to mould us and some individuals take the attitude to look after no one but oneself and develop a mindset of "I am all right jack". One needs to be of an exceptional disposition to remain steadfast to commit oneself to be a true leader by listening, leading and to bind the team together.

The leadership culture is not about impressing others or proving effectiveness in managing people or a department, but a continuous effort to self-examination, learning and embracing the changes needed. It should be about making efforts to train your mindset to influence your conduct that reflects fairness, respect for your own doings and being truly sincere for achieving excellence in what you do. Others do this quietly but surely note such sensitivity and conduct.

Professionalism and leadership are hugely intertwined concepts, yet dependent upon our drive for excellence in what we do. But, the bits about the need for a continuous effort to self-examination, learning and embracing the changes needed, all are the core

foundation of understanding the markers for achieving them.

Similarly, unless we live in the 'Jekyll and Hyde' state with our private and professional lives to complicate our inner peace that often fuel the time bombs of anxiety and stress. We risk our 'mental wellbeing' trying to be different in these two dimensions. Most of us know how much of our domestic stability impacts upon our working lives and of course, vice versa is true as well. That is why, leadership sometimes is not a sustainable conduct for either our professional or private disposition.

Our ability to listen and make sense of what we hear, interpret and make informed decisions; all are often impaired with the baggage that we carry in our combined lives. And, therefore, the practice of achieving a comprehensive leadership can prove as a tool, rather than a solution to our predicaments.

We often hear about 'leadership' organisations as role model for others, for example, in a research area or a practical skill zone, encompassing the ability of an individual or organisation to "lead" or guide other individuals, teams, or entire organisations. The leaders or organisations that listen to their own staff and engage with them as well as all the other stakeholders are usually a success.

We all have heard the term, 'fish stinks from the head', and that is true for the NHS, world's one of the largest employers when the Executive decision makers undervalues their own highly skilled dedicated professional and the front-line staff in planning and delivering safer environment. Badly planned services results in huge amounts of money being wasted. The foul culture of complacency demoralises the workforce and breeds suspicion against the management and colleagues. And yet, how much attention is focused on corporate leadership role in the NHS! Hope this changes for the better in the future. ■

buddhdev.pandya@gmail.com

Leadership
is not about wielding authority
-It is about empowering
people