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BUS-FPX3012: Assessment 2

Leadership and Group Collaboration

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Analysis of a Selected Leader

Introduction

This article analyzes a leader suitable for addressing the diversity issue at Lakeland Medical Branch Clinic. The chosen leader should possess exceptional communication and adaptive skills, experience with diversity committees or organizations, and proficiency in policymaking and project implementation. As a member of the National Federation of Filipino American Associations (NaFFAA), I believe that our current EPYC Program Director meets these qualifications. This individual is a law student who leads the Empowering Pilipino Youth through Collaboration (EPYC) initiative, demonstrating excellent policymaking and project implementation skills. Moreover, their multicultural background equips them with effective communication abilities, especially when engaging with Haitian clients and patients of Hispanic origin. Additionally, their recent efforts in establishing an organization to support Filipino youth showcase their passion and empathy. These qualities make them an effective and suitable leader.

Leadership Approach

To address the diversity issue, it is essential to adopt an effective leadership approach. According to Becker (2021), effective communication requires both passion and vision. Thus, as a leader, I will bring my passion to inspire the team and employees at Lakeland Medical Branch Clinic. I will respond to the needs of the situation by employing a collaborative, democratic, and authoritative leadership style.

First, I will foster collaboration by maintaining open communication with employees and residents in the community. This can be achieved through on-site assessments, surveys, and encouraging suggestions and feedback. Regular meetings will be conducted to address concerns, evaluate progress, and plan resolutions.

Second, I will ensure a democratic leadership style that empowers team members to freely communicate their ideas and proposed actions. Bi-weekly meetings will provide a platform for individuals to contribute their insights and collectively work towards our common goal.

Third, I will exhibit authoritative leadership when necessary, particularly in policy implementation. Strict measures against discriminatory actions will be enforced to establish a culture of understanding and inclusivity.

Project Approach

The project to address the diversity issue at Lakeland Medical Branch Clinic will follow a three-step approach.

Step 1: Evaluation of the community and clinic policies

The first step involves evaluating the community and the existing policies at the clinic. By understanding the root causes of the problem, we can identify areas requiring improvement. Although a limited number of individuals may possess the necessary skills for analysis and planning, this challenge can be overcome by assembling a team of highly skilled professionals.

Step 2: Implementation of policies and programs

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The second step focuses on implementing new policies and programs that aim to rebuild patient trust and confidence in the clinic. The successful implementation of these changes depends on employee adaptation, which may require a period of adjustment. Rebuilding trust in the community will be a challenge, but strategic approaches will be developed to address community confidence.

Step 3: Evaluation of the project

The final step involves evaluating the implemented project to assess its effectiveness in addressing the diversity issue. Feedback from patients and employees will be taken seriously and discussed in monthly meetings. To ensure all concerns are addressed, a grievance committee may be established to handle resident grievances. This comprehensive evaluation process encourages collaboration and facilitates progress towards the clinic's goal.

Collaboration and Motivation

Kouzes and Posner (2017) suggest five steps for fostering collaboration and motivation within a team:

1. Reaching out to stakeholders for assessment: The project will involve community engagement through medical missions and direct interactions. Surveys and interviews will be conducted to understand the community's needs, beliefs, and practices. Collaboration with community leaders will ensure the policymaking process is well-informed.

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2. Regular meetings with employees: Initial and bi-weekly meetings will be held with clinic employees to discuss problems and gather their proposals for addressing them. This form of communication has proven to be highly effective compared to other modes of personal communication

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