



## GVON'S Leadership Program, A Necessity for Professional Growth

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### Short Communication

Leadership development is essential for healthcare workers to meet the healthcare industry's complex and constantly evolving needs and demands. It is vital that effective leaders possess skills and knowledge to facilitate and guide their teams, make important decisions, and drive positive change within their organizations. GVON's leadership program is an initiative towards empowering present-day doctors, paramedical staff with leadership skill development to further regulate and enhance patient care. Leaders do not necessarily require formal positions; instead, they utilize their current positions and work towards bringing change within the health care system [1]. In a resource constraint country, where medical infrastructure development is still in rudimentary phases, an effort to impart basic leadership curriculum amongst postgraduate healthcare leaders is of prime importance. Healthcare leaders need to be able to navigate the complex healthcare system and make informed decisions, collaborate with other healthcare professionals and lead by example [2].

Global Village Oncology Network (GVON) aims to develop leadership programs that can empower healthcare leaders from various regions of the world, in particular Pakistan. Efforts to develop effective communication with patients, foster a problem-solving approach, and above all lead teams to improve patient care is the objective. GVON has initiated collaboration with some of the leading business schools in Pakistan, and aims to develop a network between healthcare providers and business school experts to help change the attitude of healthcare providers to become tomorrow's physician leaders. Furthermore, GVON's Leadership program aims to familiarize undergraduate and postgraduate trainees and healthcare experts with leadership skill development and its importance in healthcare systems worldwide [3]. The four-tier leadership program is specially designed after taking into consideration the required attributes being incorporated into the curriculum worldwide for young physicians and residents and allied staff to enhance their interpersonal, intrapersonal and core leadership skills (Table 1).

Some of the repeatedly suggested leadership skill development attributes in the world-renowned oncology programs are shown in Table 2.

Investing in leadership development for healthcare workers is crucial for the success of healthcare organizations. By providing healthcare professionals with the skills and knowledge needed to lead healthcare organizations effectively, can improve patient care and outcomes, and drive positive

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**Table 1:** List of the four-tier leadership program.

Core skills	Essential skills	Important skills	Additional
Ideation	Communication skills	Caring the carers	Quality assurance
Goal setting	Problem-solving	Mentoring the mentors	Economic models
Strategic visioning	negotiation	Learning methodologies	Succession planning
Team building	Conflict resolution	Reflective learning	
entrepreneurship	Assertiveness without aggression	Presentation skills	
Change management	Emotional intelligence	Time management	

**Table 2:** Leadership skill development attributes adapted by oncology programs.

European Society of Radiation Oncology (ESTRO) [4]	<ol style="list-style-type: none"> <li>1. Quality indicator process</li> <li>2. Patient safety initiatives</li> <li>3. Leadership skill development</li> <li>4. Self-awareness</li> <li>5. Strategic visioning</li> <li>6. Effective communication</li> <li>7. Change process.</li> <li>8. Team building</li> <li>9. Problem-solving skill</li> <li>10. Negotiation skills</li> </ol>
American Society for Radiation Oncology (ASTRO) [5]	<ol style="list-style-type: none"> <li>1. Emotional intelligence – self-awareness</li> <li>2. EI- expanded model with emphasis on leading others</li> <li>3. Leadership styles</li> <li>4. Power and influence</li> <li>5. Conflict management</li> <li>6. MDT leading</li> <li>7. Change management</li> <li>8. Financial decisions</li> </ol>
European Society of Medical Oncology (ESMO) [6]	Practical/situation-based training on leadership skill development
MD Anderson Cancer Centre [7]	<ol style="list-style-type: none"> <li>1. Competency tracking</li> <li>2. Financial literacy</li> <li>3. Mentoring programs</li> <li>4. Effective team development workshop</li> <li>5. Personality assessment tools</li> <li>6. Emotional intelligence assessment tools</li> </ol>
John Hopkins University [8]	<ol style="list-style-type: none"> <li>1. Interpersonal skill development (service orientation, social skills, cultural competence, teamwork)</li> <li>2. Intrapersonal skill development (resilience and adaptability, reliability and dependability, ethical responsibility, capacity for improvement)</li> <li>3. Reasoning competencies (critical thinking, quantitative reasoning, scientific inquiry, written communication)</li> </ol>

change in the healthcare industry.

In conclusion, leadership development is essential to a healthcare worker's professional growth. It helps them to meet the complex and constantly evolving needs of the healthcare industry, improve patient care and outcomes and drive positive change in the healthcare industry. Investing in leadership development for healthcare workers is crucial for the success of healthcare organizations.

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