



U21 Health Sciences

Leadership in Health Sciences

, The University of Hong Kong, 29-30 September 2007
Telemedicine Centre, 2/F, William MW Mong Block

The key to outstanding leadership is deep understanding and awareness of oneself, one's colleagues, one's organisation and the environment in which one operates. The Health Sciences Leadership weekend will look at each of these areas in a series of interactive workshops.

A. The Effective Leader – Know thyself!

Understanding yourself and in particular the impact your behaviour and practice has on others is the core element of effective leadership. This workshop will explore the concept of leadership and what makes a good or bad leader. Participants will have the opportunity to answer the question: 'What kind of a leader am I?' and explore the variety of methods and frameworks for developing greater self-awareness, 360 feedback and psychometric testing – what do these approaches have to offer?. Answering the question: 'Why should anybody be lead by you?' is a question any great leader regularly asks themselves – Do you?

B. Leadership and teamwork: two sides of the same coin?

Knowing what makes people tick and understanding why people behave in such very different, (and what can sometimes be seen as infuriating!), ways is fundamental to guiding and inspiring others. We know from the research and the literature that individuals have preferred ways of operating in the world and the workplace. These differences can often be felt as a problem, when in fact harnessed well they can be asset. This session will look at how teams work, the different roles people play, what makes an effective team and the best strategies for leading teams of different types. It will also provide the opportunity to look at your own particular preferences in relation to how you carry out your work in relation to the preferences of others, and this mix can be worked with to best effect.

C. A faculty in crisis!

Understanding your organization

..... is more difficult than it sounds! Your university and your faculty are systems and as such dynamic and changing. As a leader in health sciences you will regularly be faced with dilemmas and challenges. Your effectiveness as a leader will depend upon a number of things not least how well you understand these dynamics and how well connected you are to what is happening and the relationships you have developed. This session will use a case study to explore 'A faculty in Crisis' and will address issues including the conflicts of interest commonly faced by those in leadership roles, the special needs of leadership in health sciences education and elected or selected Heads and Deans..

D. Leadership - the Strategic Context

Knowing the environment in which you work, i.e. thinking strategically about the influencers on practice and the drivers for change, is critical for excellent leadership as these are the very things which set the context for, and can often create, the issues faced by those in leadership roles. Knowledge of your external environment has the greatest potential to add most value, not only to your faculty or school but also to your future career potential as a leader. This workshop will use models for organisational analysis including PEST and SWOT analyses to build a shared picture and understanding of the global external environment for health sciences, identify the potential opportunities and associated risks for future development, and develop a deeper understanding of the strategic context in which individuals have to operate.



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Saturday 29 September 2007

13.00 – 13.30 **Introduction** – A model for leadership

13.30 – 15.00 **Workshops** *Participants choose one of the following workshops:*

(a) A Faculty in Crisis! – understanding your organization

or

(b) Leadership – the strategic context (James Angus)

15.00 – 15.30 **Break**

15.30 – 17.00 **Workshops** *Participants choose one of the following workshops:*

(c) The Effective Leader – know thyself!

or

(d) Leadership and Teamwork – two sides of the same coin?

17.45 Bus at William M W Mong Block to transport delegates to Lung King Heen Restaurant, 'Four Seasons' Hotel, Finance Street, Central (IFC)

Guest speaker at 7pm -

The Hon Henry Fan Hung Ling, Treasurer, The University of Hong Kong

Sunday 30 September 2007

09.00 – 10.30 **Workshops** *Participants choose one of the following workshops:*

(a) A Faculty in Crisis! – understanding your organization

or

(b) Leadership – the strategic context

10.30 – 11.00 **Break**

11.00 – 12.30 **Workshops** *Participants choose one of the following workshops:*

(c) The Effective Leader – know thyself!

or

(d) Leadership and teamwork – two sides of the same coin?

12.30 – 13.00 **Overview and reflections**

Close of Leadership workshop