What makes for an effective leader in General Practice? A mixed methods exploratory study

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Leadership - new role for GPs

“Leadership experience? I have 13 people following me on Twitter!”

HIQA
Medical Council
Managing multi-morbidity
Primary care teams
Availability of training

Why teach leadership?

Are there any courses?

Specific for GPs? Ireland?
Objectives

This study explores what general practitioners in Ireland believe should be taught and learned in relation to leadership in primary care.
Research design - Mixed methods

Questionnaire + Interviews = What leadership skills should be taught to GPs in Ireland
Quantitative - Questionnaire

2,741

390

28%
Qualitative - Interview

* Purposive sampling
* Snowball technique
* Thematic analysis
Results - Questionnaire

Importance:

- Acting appropriately when professional standards are compromised
- Participating in continuing professional development
- Coping effectively with pressure

Development Need:

- Initiating change to ensure optimal care
- Evaluating the impact of one’s decisions
- Managing and resolving conflicts effectively
- Creating alternative solutions to address problems
- Coping effectively with pressure
Results - Interviews

- Consensus leadership
- Accountabilit/delegation
- Silo-isation/networks
- Communication

- Patient centred
  - Advocate for community
  - Quality standards
  - Knowledge
  - Time in clinical/other roles

- Consensus
- Reflection
- Ongoing learning
- Personality/taught
- Accountable

- Team-working

- Driving change

- Resources
  - Time
  - Money
  - Candidates
  - Age
Results - Triangulation

Knowledge

Ethical Core

Skills of change implementation
• ‘I do want to deliver a good service to my patients...if you have lost that I think that you’ve lost your way really’

• ‘The problem rife in the healthcare (system is) that there is a dispersion of responsibility, that there actually truly isn’t anybody accountable or to take ownership’

• ‘Rigorously challenge your own cherished ideas and your own sacred cows...’
Summary

Future curricula for leadership education in GP

Compare leadership education in GP to other healthcare courses/ UK experience

Looking forward and reflecting back
THANK YOU
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“I’m not lacking leadership skills. Everyone else is lacking followship skills!”