

Confidence and self-confidence as complementary building blocks for healthcare middle managers' development of capacity and capability: a systematic review and meta-synthesis

Presenter:



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Objectives of the presentation

Background

Aim

Background

Healthcare middle managers

New Public Management, primarily top-down controlled

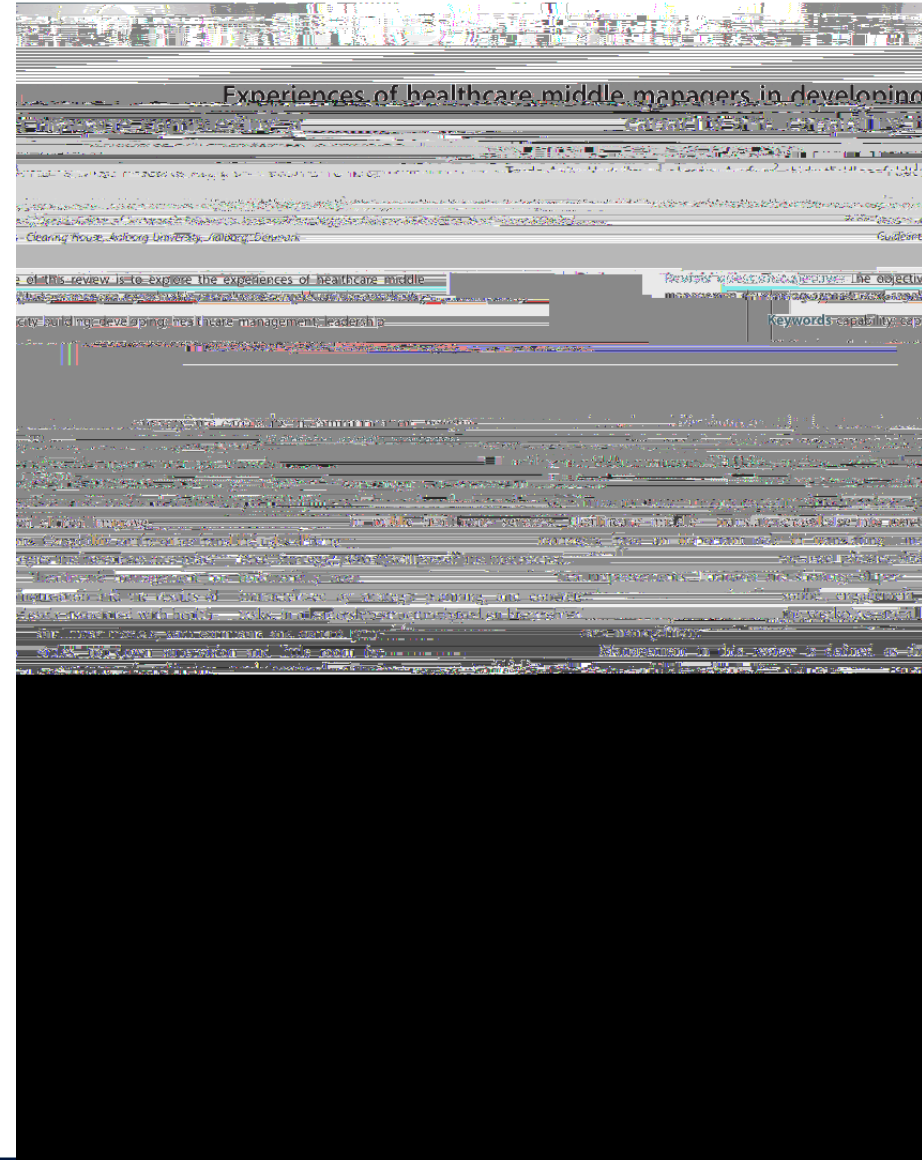
Loss of involvement and autonomy

Aim

To identify the available evidence and critically discuss how healthcare middle managers develop their leadership capacity and capability in a healthcare system characterized by high complexity

Methods

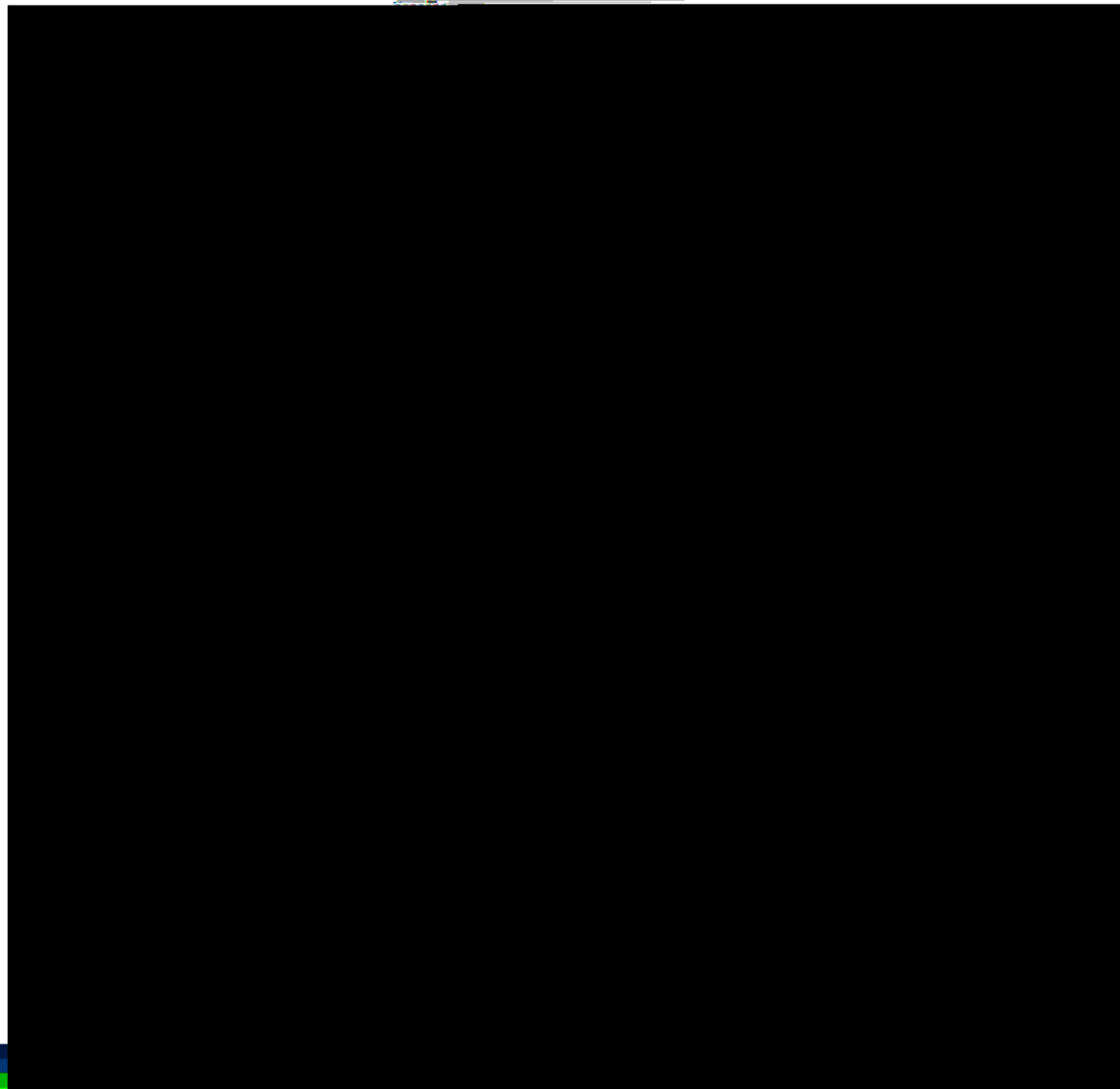
1. Formulating a PICO question
2. Developing a search strategy
3. Searching for knowledge
4. Selecting studies
5. Critically appraising studies
6. Extracting and analyzing data
7. Synthesizing data



PICo

Participants (P)	Healthcare middle managers
phenomena of Interest (I)	Studies that described, investigated, or explored how healthcare middle managers experienced the development of the capacity and capability for leadership
Context (Co)	Complexity in community and specialized healthcare limited to public healthcare services

PRISMA



Conclusions

This review provides evidence of the need for a different approach in healthcare based on criticisms of present management and a suggestion to move from command and control leadership styles to leadership development processes based on building self-confidence among healthcare middle managers through various means, such as confidence, respect, empowerment, networking, support and feedback.

References

1. Belasen A, Belasen

Thank You for Your interest



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