

Volume 10, Issue 3 / 2008 - Country Focus: France

ADH

The ADH (Association des Directeurs d'Hôpitaux) is constantly questioning the various ways of governing, sketching out healthcare "leadership skills", developing hospital executives' proficiency, supporting adjustment to ongoing reforms...

Through education programs, collective thinking, professional and institutional partnership, ADH is committed to guiding hospital directors in challenging situations and providing answers to the question: How to manage for today and tomorrow?

ADH is a professional society, founded in 1961, gathering close half hospital executives in France (1,200 subscribers out of 2,900).

Its composition is fully representative of the general body of hospital executives, according to geographical, generational, and statutory criteria.

Among ADH subscribers, 34% run institutions (Chief executives, "General hospital directors", District Health Agency directors), 60% are adjunct directors and 6% study at ENSP (Ecole nationale de Santé publique).

Missions : Advancement, Protection and Guidance

ADH is dedicated to promoting the hospital director profession, defending its rights and specificities, and devising proposals concerning healthcare policy and management.

Those fundamental goals are fulfilled through various activities :

education programs and seminars institutional and professional partnership (national and international) health policy and reforms supporting and monitoring

The Association is ruled by a Directorate composed of thirty members, whose board is in charge of strategic fields (education, current issues, communication, international affairs...). It is led by President Jean-Luc Chassaniol.

Network

ADH ensures respect of its members' religious, philosophical, political, and unionist beliefs. It provides many resources to the whole community of hospital directors:

A national structure and district sections in each region of France
A proactive international program
A communication system (DH database, yearly directory, Website, bimonthly review – 5000 prints)
Attendance at major events (national meetings - Hopital Expo, international congresses – FIH...)

Education

National events : "New governance" (2004), "Change management" (2005), "Sustainable Management" (2006)
Regional seminars : crisis communications, sanitary risks, strategy, work sociology...
MH+ department: focused on chief executives (decision-making, talent detection...)
Peer-coaching

Collective Thinking

Working groups, research, surveys : ADH produces useful references that help shaping hospital directors'identity.

Référentiel métier : professional guideline devising the function of hospital director, based on survey Grande cause fraternité : contribution to the national campaign on public service's founding value National survey on Hospital Directors'evaluation : conducted in 2006, this investigation examined the state system of competence assessment

Partner of Public Authorities

ADH helped create a Management Institute for Hospital Directors in the future High Studies in Public Health School. ADH is also involved in the major public health issues, for instance the Avian flu State committee or the National Health organization Plan 2007-

2012. Furthermore, it contributes to building links with other high civil servants body (National Education, Research...)

ADH joined EAHM in January 2006. The Association was introduced to the Board during the EAHM Dublin Congress in 2006.

By getting involved in the European community of hospital executives, ADH seeks to improve its own members' practice by referring the variety of health management cultures, generating partnerships and joint experiences, and sharing views on public health issues. Accordingly, it wishes to get French public health executives specificities and values acknowledged.

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