

Volume 14, Issue 1/2012 - Editorial

The Recipe for Good Governance

In my role as a hospital manager I am still challenged to reach this goal everyday. Many years of experience in a leadership position do not guarantee the mastering of a perfect management style. One of the reasons for this is the need for continuous change. You have to adapt your leadership style and position as the values of staff members change constantly. Recent considerations have shown that achievements can not only be reached with financial incentives and rewards. It is much more important to create a culture of trust and motivate staff members by pushing their self-confidence which displays an increased will to perform.

Recent trends show that there are various aspects that lead to good governance: Giving staff members the opportunity to make choices promotes independence in their work as does lessening regulations and control systems and above all avoiding demotivating through pedanticism.

Recently we have also seen new models of service provision like national and international co-operations, outsourcing, public-private partnerships, networking and sectoral and departmental collaborations. These also play a role in good governance.

A vital trend that is reflected in all of the above is the necessity to provide challenging performances through collaborations across organisational borders in an environment that changes continuously. Good governance is like a dish prepared with local and national ingredients specified through the company's philosophy. Whoever masters this recipe is able to reach goals more successfully and much more efficiently. Our cover story highlights two important governance issues: Ethical governance and clinical governance. These are both important steps towards good governance.

This issue of (E)Hospital also includes a Norway country focus. Norway is known for its astonishing and diverse nature. There are so many fjords on the coastline in the west that reach far into the land and are confined by high mountains. This country once was the empire of the Vikings. From an economical view it is known and famous for its oil and fish exports. Like all the other Scandinavian countries Norway consists of a first class healthcare system, which is financed from three different pots. It is also interesting to see the high equity contribution of patients and the famous general practitioner (GP) primary care system.

(E)Hospital will be distributed at the following congresses and events: EAHP, ISICEM, ECCMID (please contact Lee Campbell for further information). On behalf of the EAHM I would be very pleased to welcome you to one of the very interesting and informative events.

Nikolaus Koller

President of the Editorial Board

Published on : Tue, 21 Aug 2012