

The current management style at the clinic shows signs of what's called "Impoverished Management," meaning there's little attention given to both employees and productivity. This has caused low staff morale, weak supervision, inconsistent services, and a drop in patient satisfaction. According to Blake and Mouton's Managerial Grid, switching to a Team Management style would be a better fit here. This approach balances strong concern for people with a focus on achieving goals. Suggested Leadership Steps: Rebuild Staff Trust and Motivation: Hold regular team meetings to listen to staff feedback and address concerns. Set up recognition and reward programs for good work. Provide ongoing training and development opportunities. Set Clear Goals and Accountability: Define measurable targets for service delivery. Regularly review staff performance. Create clear workflows to maintain consistent patient care. Improve Communication and Supervision: Clearly explain policies, expectations, and any changes to staff. Encourage staff to share their feedback with management. Assign supervisors or team leaders to oversee daily activities. Strengthen Team Culture: Build a supportive environment where employees feel valued. Promote teamwork and a shared sense of purpose. By adopting this style of management, the clinic can improve both operational efficiency and staff engagement. This will lead to better care for patients and create a stronger, more sustainable work environment.