

BACKGROUND INFORMATION ON HEALTHCARE MANAGEMENT COMPETENCY INITIATIVE

A consortium of leading professional associations representing healthcare executives supported by the WHO (PAHO) and other organizations have worked together to review the existing competencies models from around the world and to agree on a common set of core competencies that can be universally recognized as critical for healthcare managers in leadership positions.



Leadership Competencies for Healthcare Services Managers



The core competency for the healthcare management directory was adopted at the IHF World Hospital Congress hosted in Chicago in October 2015 and is available in the [IHF Website](#).

It has also been recognized that if all these competencies are critical in order for healthcare managers to perform well, the mastering of respective competencies may vary according to the nature of management leadership positions and the complexity of the organization in which the healthcare executive is operating.

Professionalization of healthcare management leadership

In many parts of the world, healthcare organizations are managed by clinicians who often have limited management and leadership competencies. We do not believe there is value in debating on the profile for best leaders in hospital management, but there is increasing evidence of the fact that management is important in the outcome of healthcare organizations, including clinical domains.

This situation calls for the professionalization of healthcare management relying on a core set of competencies related to knowledge, skills and attitudes.

Professionalization means that in order to perform well in terms of healthcare management, leaders:

- Need to have acquired the right sets of knowledge
- Should develop appropriate skills to give full potential to knowledge, through experience
- Must master relevant attitudes through accumulated experience.

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Competency development updates

If you are interested in following up the development of Competencies as well as work promoted by leading healthcare management professional associations, then find out more on activities undertaken by the IHF Hospital Management Special Interest Group (HM-SIG). In addition to latest developments from around the world, you will have access to resources supporting competency-based approaches as well as resources on the impact of management of health care providers' performance. Find out more in the [IHF Website](#).

Broaden your scope of information on Healthcare Management

As an individual, you may wish to participate in international activities involving healthcare manager leaders and to stay informed on latest developments from around the world.

If you are working in a healthcare service organization, you may be interested for your organization to join the IHF international community. This [institutional membership](#) opens up to a wide range of benefits that will change the profile of your organization.

If you are a student or working in Academia, research organizations or healthcare organizations, you may want to become a [Friend of IHF](#). Participation in the Friends of IHF community will open doors for you onto a global community of managers from the public and private sector.

Confidentiality

The International Hospital Federation is fully governed by its Members representing national healthcare service provider organizations from around the world. They are all committed to ethical practices in regard to information management; your data will never be accessible to anyone except yourself. The information you are requested to submit in order to create an account shall be used for building up a reference database based on the aggregation of results.

It is important that you submit accurate and complete information as the quality of this reference data base will rely on this accuracy. If you have any specific question or concerns, contact the IHF Secretariat: info@ihf-fih.org.