

Developing Synergy through Collective Leadership in the Kingdom of Saudi Arabia

2030 vision Healthcare Transformation Agenda

Large scale Healthcare reform aiming to offer a fulfilling and healthy life for the population in the kingdom

led by the Ministry of Health to reform

 **+250,000**
Employees

 **+300**
Hospital

 **+2000**
Primary Health Care Unit

Healthcare leadership Academy was established by Ministry of Health to support the transformation

Healthcare leadership **10-year** transformational program

There is a unique opportunity to evaluate the long-term impact of transformational change in improving healthcare leadership and governance on a longitudinal basis.

HEALTHCARE LEADERSHIP MODEL (HLM) achieving the vision through behavioral change



INITIAL FINDINGS Regional Literature Review (KSA examples)



Method

Discussion

Literature Review

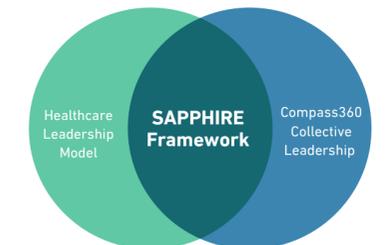
Leadership values, Ethics, Style, Performance

Regional Literature Review

SAPPHIRE Project

Saudi Arabia Public and Private Healthcare Impact Realisation Evaluation

A ten year longitudinal project aims to evaluate the impact of collective leadership during the transformation using the principles of realist evaluation



The Compass360 Collective Leadership Model

relies on the Relist Evaluation mechanisms

The outer circle contains the seven collective leadership values with each value supported by either four or five collective leadership behavioral standard.

Further research will consider the synergy between accountable and collective leadership as an innovative approach to improve governance through transformation mechanisms aligned to a 360 collective leadership model

[1] Yamin, M. a. Y. & Mahasneh, M. S. (2018) The Impact of Values-based Leadership on Ethical Loyalty in Saudi Arabian Health Organizations. International Review of Management and Marketing, 8(3), 6-13.
[2] Asiri, S. A., Rohrer, W. W., Al-Surimi, Khaled, Da'ar, O. O. & Ahmed, A. (2016) The association of leadership styles and empowerment with nurses' organizational commitment in an acute health care setting: a cross-sectional study. BMC Nursing, 1-10
[3] Hassanain, M. (2017) An Overview of the Performance Improvement Initiatives by the Ministry of Health in the Kingdom of Saudi Arabia. The Journal of Health Care Organization, Provision, and Financing, 54(1-6).