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Conceptualizing the Role of Healthcare Leadership in Strategic Talent Development – A Framework Based Analysis

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Abstract: Talent Development has been high on the agenda of leaders' of every industry in the past few years. The idea of talent development is attractive for several reasons particularly in healthcare industry. Healthcare leaders often feel that they should do more about developing their human capital working in the organization for the future growth of the organization and talent development is presumed to be just about this. Talent development is all about doing positive things for your best human capital, making adequate investments in developing them, building their skills and increasing their domain knowledge and helping human capital to make best use of their strengths and to take necessary steps to improve on their weak areas. As healthcare sector continues to drive in a quick speed of change and uncertainty throughout the industry, healthcare leaders need to continuously progress by developing the talent to adapt to new skill sets to successfully lead their healthcare organization.

Keywords: Healthcare Industry, Healthcare Leadership, Strategy, Talent Development.

I. Introduction

Today in the global economy, a major challenge for health care organizations is the necessity to increase their health care facilities and capabilities of human capital to meet the growing demand for quality healthcare services. Leaders' in the healthcare organization who want to outperform their competition need to understand that strategic talent management is a significant factor in developing the right talent which is essential for meticulous business execution. Needless to say that the quality of human capital in healthcare organization and the kind of healthcare service they deliver will have a direct proportion to the healthcare organization's bottom line. Consequently, the key to become a competent healthcare organization in the world is to align talent development with an organization's strategy and when an healthcare leader plan and implement best talent development process in their organization, it will be more prepared to compete in the global economy by quickly clasp on new opportunities.

II. Conceptualizing the Role of Healthcare Leadership in Strategic Talent Development – A Framework Based Analysis

Today's healthcare leaders are facing numerous challenges from meeting regulatory guidelines to fill positions to develop talent who are working in the organization. Subsequently, they need to develop talent in order to navigate through many difficulties to compete in the competitive healthcare industry. The ensuing paragraphs briefly explain various vital roles of healthcare leaders' in strategy driven talent development.

Transforming Vision

Effective healthcare leaders should not only possess a clear vision to build high performing healthcare organization but also translate the same vision to talent to realize the same. They should appropriately communicate and direct the talent in the right direction as to how to develop a roadmap and implement it in the proper manner to achieve healthcare organization's success in a specific time frame. Healthcare leaders' should not only educate the talent in organization about their big dream but also to make them realize that they need to eagerly look forward to overcome various challenges in their way to realize that vision. In addition, healthcare leaders need to necessarily train their talent to articulate realistic goals that are actionable and measurable to appreciate the vision and foster its enduring success.

Adaptability to Change

Healthcare is a speedily evolving industry wherein healthcare organizations need to frequently encounter changing conditions coupled with an ever-growing demand for quality health care services. Consequently, healthcare leaders' are required to not only to demonstrate their innate alertness in adapting to changing