

The role of leadership in Nuclear Medicine

P. Hogg, Manchester (UK)

People often confuse the terms leadership (leader) and management (manager). 'Manager' is a title bestowed by an organisation onto an individual because of a position they occupy. Associated with that position is a set of responsibilities that often include: the administration of physical and human resource; ensuring others comply with organisational policy and operational requirements; strategy implementation and/or strategy development. Managers should display leadership behaviours and as such they should be leaders, however it is well recognised that this is not always the case. It has been said that managers who are leaders work for their staff 'by enabling and encouraging them to achieve'; by contrast managers with less adequate leadership abilities tend to rely on rules and policy 'to make their staff achieve'.

Leadership has been defined in many ways. Some argue that leadership is a set of behaviours displayed by an individual; building on that others explain it to be about getting things done with and through others. An area of agreement within the literature suggests that all people can be leaders and it is not simply for the exclusive domain of managers. Various theories have been suggested about leadership and this paper focuses particularly to transformational leadership and its value within nuclear medicine. An explanation of transformational leadership theory will be given and with transformational leadership theory in mind examples shall be explored to illustrate how different members of the nuclear medicine community can play important leadership roles. To make clear some points about leadership this aspect of the presentation will commence with an explanation as to why 'the tea / coffee lady' can play an essential leadership role. Building on this, real and also contrived examples will be given on how leadership theory can be used in practice.

Oct.18

Abstracts