

The Effective Healthcare Manager

Fees: \$2303 per Course

Funding: up to 90% SSG Subsidy

Duration: 3 days

Venue: HMI Institute of Health Sciences

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Synopsis

New entrants to the healthcare industry in Singapore find its intensity and complexity difficult to understand and navigate. Recent graduates and midcareer crossovers find it especially challenging to appreciate the sociocultural interactions of the various professional groups and nuances at the systems level (eg between the public, private and people sectors, and in government policies and financing). Managing these diverse stakeholders and delivering on the promise of good quality healthcare requires a broad array of knowledge and skills. Further, there are professional expectations of healthcare managers that require time, reflection and effort to develop.

In these practitioner-led courses, participants will be introduced to the basic concepts and skills essential to support their personal development as professional healthcare managers.

Who Should Attend?

Professionals, managers and executives (PMEs) who are entering the healthcare industry as well as healthcare professionals who aspire to move into a management role.

Topics

- Environment & Ecology
- Professionalism & Ethics
- Communications & Relationships
- Leadership & Decision-Making
- Planning & Evaluation

Objective

A. Knowledge and Understanding (Theory Component)

By the end of this course, participants should be able to:

- **Environment & Ecology.** Appreciate and describe the history, legacy, landscape, challenges, past and future trends, and personal and organisational opportunities in the local healthcare industry in a time of massive healthcare reform.
- **Professionalism & Ethics.** Appreciate and describe the key attributes and expectations of healthcare professionals, the values and basis of professional and ethical conduct, and approaches to sound choices in complex situations.
- **Communications & Relationships.** Appreciate, describe and apply approaches to clear and effective communications and effective stakeholder engagement and management.
- **Leadership & Decision-Making.** Appreciate and describe key attributes and frameworks for sound leadership and team management in healthcare, and approaches to holistic and effective leadership and followership.
- **Planning & Evaluation.** Appreciate, describe and adopt a comprehensive and coherent approach to the planning, implementation, monitoring and evaluation of healthcare operations and programmes that optimises balanced outcomes for the benefit of the patient and the population.

B. Key Skills (Practical Component)

The curriculum focuses on the personal development of the individual as a manager of healthcare delivery (i.e. how to be a good healthcare manager).

The curriculum is broadly aligned to the healthcare leadership competencies proposed by the Healthcare Leadership Alliance in the United States. The programme aims to develop key personal competencies like professionalism, leadership, and communications and relationship management.

Schedule

The classes will be conducted on successive Saturdays one week apart. The sessions will be a combination of interactive lectures (with substantial participant engagement) based around succinct conceptual frameworks, followed by case study discussions to encourage and demonstrate concepts and thinking skills. Participants will be expected to actively share their experiences and learn collectively in class, and to work in groups and individually to complete assignments that deep-dive into specific aspects of healthcare management.

The anticipated programme is as follows:

Time	Agenda
Day 1	
09:00 - 10:45	Welcome & Introductions
10:45 - 11:00	Break
11:00 - 12:45	Environment & Ecology
12:45 - 13:45	Lunch
13:45 - 15:30	Class Case Study Discussion
15:30 - 15:45	Break
15:45 - 17:30	Professionalism & Ethics
Day 2	
09:00 - 10:45	Class Case Study Discussion
10:45 - 11:00	Break
11:30 - 12:45	Communications & Relationships
12:45 - 13:45	Lunch
13:45 - 15:30	Class Case Study Discussion
15:30 - 15:45	Break
15:45 - 17:30	Leadership & Decision-Making
Day 3	
09:00 - 10:45	Class Case Study Discussion
10:45 - 11:00	Break
11:00 - 12:45	Planning & Evaluation
12:45 - 13:45	Lunch
13:45 - 15:30	Class Case Study Discussion
15:30 - 15:45	Break
15:45 - 17:30	Assignments & Course Wrap

Assessments

The two three-day modules are compact and intensive. It will be complemented by extensive readings and slower reflective assignments (that have to be submitted within one month from the date of the last day).

- Individual discursive essay on a healthcare management issue (1200-1500 words, to be agreed by instructor).
- Group case study writing (2500-3000 words, in groups of at least four participants).
- Personal reflection journal (1200-1500 words, excluding a required reading log).

Requirements

- Possess at least two years of working experience.
- Must attend at least 75% of the course.

Course Fee

	International Participants	S'poreans (aged below 40) and PRs	SkillsFuture Mid-Career Enhanced Subsidy ¹ (S'poreans aged 40 and above)	Workfare Training Support ² (S'poreans aged 35 and above, and earn ≤ \$2,000 per month)	Enhanced Training Support for SMEs ³
Full Course fee (A)	\$2303	\$2303	\$2303	\$2303	\$2303
SSG grant (70%) (B)	-	(\$1612.10)	(\$1612.10)	(\$1612.10)	(\$1612.10)
Nett course fee (A) - (B) = (C)	\$2303	\$690.90	\$690.90	\$690.90	\$690.90
7% GST on nett course fee (D)	\$161.21	\$48.36	\$48.36	\$48.36	\$48.36
Total nett course fee payable, including GST (C) + (D) = (E)	\$2464.21	\$739.26	\$739.26	\$739.26	\$739.26
Less additional funding if eligible under various schemes (F)	-	-	(\$460.60)	(\$575.75)	(\$460.60)
Total nett course fee payable, including GST, after additional funding from the various funding schemes (E) - (F) = (G)	\$2464.21	\$739.26	\$278.66	\$163.51	\$278.66

¹ **Mid-Career Enhanced Subsidy:** Singaporeans aged 40 and above may enjoy subsidies up to 90% of the course fees.

² **Workfare Training Support:** Singaporeans aged 35 and above (13 years and above for Persons with Disabilities) and earning not more than \$2,000 per month may enjoy subsidies up to 95% of the course fees.

³ **Enhanced Training Support for SMEs:** SME-sponsored employees (Singaporean Citizens and PRs) aged 21 and above may enjoy subsidies up to 90% of the course fees.