

A black and white photograph of a classical building, likely a church or hospital, featuring a prominent clock tower with a large clock face and arched windows. The building is partially visible on the left side of the slide.

Leadership teams in Condition-based Organizations:

generic profiles and job descriptions for the medical, nursing and operational leader

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New Leadership Roles



Medical leader Nurse leader Operational leader

New Leadership Roles



Competencies & Knowledge?



Tasks & responsibilities?



Behavior profile?



This study aims to identify the **behavioral profile, tasks, required knowledge, and key competencies** for these leadership roles — offering hospitals a **practical tool to recruit, select, and train future leaders**

Methods

The Linnean Initiative – Change Working Group

Linnean
Doendenkers voor de zorg

Key findings

Medical leader



Connecting role

Unifying medical specialists

Fostering multidisciplinary
engagement

Nurse leader



Representation of nurses

Cross-disciplinary
connection

Strategic input from nurse
perspective

Operational leader



Organizational alignment

Resource coordination

Connection regional care
partners

Concluding remarks

A condition-based organization requires **new leadership roles**. Clear **role profiles are essential** for selecting leaders of multidisciplinary condition-based units. After all, these units are the cornerstone of value-driven care, and they perform best **when led by the right leaders**.



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THANK YOU

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