

Remarks by
Dr. Haifa Reda Jamalallail
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On
How to build Leadership skills in the undergrads?
At

Medical Services General Directorate
King Fahad Armed Forces Hospital - Jeddah
Academic Affairs & Training Center
General Staff Command
Ministry of Defense, Kingdom of Saudi Arabia
Jeddah

Day: 16 February 2020.

Time: 9 am- 4:30 PM

Venue: Academic affairs and Training Center Hall 1

بسم الله الرحمن الرحيم والصلاة على أشرف الأنبياء والمرسلين سيدنا محمد عليه أفضل
الصلاة وأزكى التسليم

Your Excellency Major General Dr. Ibrahim Alnaser,

Your Excellency, PROF. ALFRED NICHOLSON ,

Distinguished guests,

Ladies and Gentlemen,

As Salamu Alaikom Wa Rahmat Allah wa Barakatuhu

First, I would like to express how happy I am to be with you this morning. I am particularly grateful to His Excellency Major General Dr. Ibrahim Alnaser and his Excellency, PROF. ALFRED NICHOLSON, for inviting me to be among this great community.

It is an honor to pay tribute to the noble and essential work of teaching and learning that Academic Affairs and Training Center at King Fahad Armed Forces Hospital is doing. This is the perfect

time for us to come together to share, learn, develop and praise the importance of leadership traits not only in the health sector but to all sectors, and not only in Saudi Arabia but also around the world.

Ladies and gentlemen,

As of 15 February 2020, according to WORLDMETER and its relevant sources, the epidemic of the novel coronavirus is affecting 29 countries and territories around the world. There were 67,110 confirmed cases of infection, 1,526 of death cases and only 8,365 cases recovered.

At this important time, a global solidarity, collaboration and urgent action needed to defeat the New Coronavirus Outbreak.

We all know that The World Health Organization is working around the clock with affected countries and a global network of



partners to address these unknowns. Since the beginning of January 2020, multiple organizations and institutions began work on creating vaccines for 2019-nCoV based on the published genome. A scientist working on developing a coronavirus vaccine says that the treatment would, at the earliest, be available in early 2021. Robin Shattock, the head of mucosal infection and immunity at Imperial College London, told The Brief's Bianca Nobilo and CNN that his team was sharing information with teams of scientists across the world in the race to develop a workable vaccine. Shattock said, that "What's important is that as a global community we maximize our effort to get a vaccine available in the shortest possible time,". This is a warning statement informing the global community that the health challenges are too great and too many for leadership to be left to

chance, to fads and fashions or to piecemeal approaches. It

calls actually for leadership and leadership strategy based on robust theory with strong empirical support and evidence of what works in health care in general and in emergency cases in particular.

We are all confident that Health care organizations can face the future and deliver the high quality, compassionate care that is central to their mission by developing and implementing leadership strategies that will deliver the cultures they require to meet the health care needs of the populations they serve.

So, what kind of leadership is needed now to encounter this virus and other growing health challenges in this complex environment? I do hope that all of you here will forgive me if I stray into your professional territory for a few moments before



you begin your deliberations. Those of you who work in the area of health may consider it presumptuous of me to do so. As a president of one of the leading higher education institutions in KSA, Effat University, my speech will revolve around how to develop leadership through different approaches either education, training or through strategic organizational development.

Today I will share three major approaches of what we use at Effat University to instill leadership traits and skills in our students and staff and I am sure some of you are using them without knowing as part of the development efforts you are doing in your institutions. I have to say that education, training, internships and continuing education are the major steppingstones in the process of personal development, self-realization and leadership growth



to any individual and in any other organization. In my

opinion, future leaders must acquire agility, insights, and strategic skills needed in order to act in regular or emergencies situations.

The second approach that Effat university is using to develop leadership among its students and staff revolves around the family culture and environment to encourage team leadership development. The whole institution works together on developing the capacity of team and group as a shared and collective process. This is what we call a collective leadership culture which is characterized by shared leadership – by a constantly swirling mix of changes in leadership and followership, dependent on the task at hand or the unfolding situational challenges. In nurturing this culture, we advocate a balance between individual skill-enhancement and institutional capacity

building to ensure the delivery of continuously improving high quality of teaching and learning. Of course, there is still a formal hierarchy with dedicated positions, but the flow of power is situationally dependent on who has the expertise at each situation.

The third important approach is our commitment to the national and international communities through collaboration and partnership. It is a major philosophy that underpin the leadership development we do to our students and staff. I think the world needs this approach now more than ever! Specially to overcome the health situation that we are going through now. The need for shared and cooperative leadership across health organizations, sectors and boundaries is immediately needed. Governments, educators, researchers, practitioners and policy makers need to

increase their collaboration efforts in order to integrate

different health and social care services to meet such worldwide emergencies and health risks.

Viewing leadership in such terms means that the practice of leadership would not only involve leaders, followers and their shared goals but would include the production of direction, alignment, and commitment. Likewise, leadership development would focus on developing direction, alignment and commitment in an organization or team. This may involve the development of leaders, followers and shared goals, but is not confined to such entities and focuses more on the processes between those entities rather than the entities themselves.

Simplifying leadership development in the three approaches I mentioned above is not in any way to overlook or ignore the

complexity of the military environment and how it requires different kind of leadership development and mechanism. I am aware that special leadership development is needed to suit military hospital leaders, physicians and surgeons to live and work in combat environments but that not my specialty so I will not stop here with respect and admiration to what you are doing to safeguard us all 😊

In closing, I have mentioned only three areas of my concern related to leadership development at any organization regardless the kind of this organization. Given your background in primary care, I am sure you have many more. Many of the approaches you will discuss in this workshop are going to be a great importance for our young population and future generation. However, we must be united in our research for creative and constructive



solutions because the year 2020 is only 10 years away from 2030 strategic plan of the kingdom and your deliberations here today will be crucial elements in assisting all of us in our efforts to achieve healthy Saudi community for all by the year 2030 and forever insha Allah. I am hopeful and confident that the work of everyone in this room today will contribute to helping us deliver on this goal insha Allah.

Thank you everyone for listening, and I hope you all benefited from this speech and remember always thriving to keep education in your hearts and learning in your minds.

I wish you all a productive and enjoyable day.

As Salamu Alaikom Wa Rahmat Allah wa Barakatuhu