

Leadership in Palliative care

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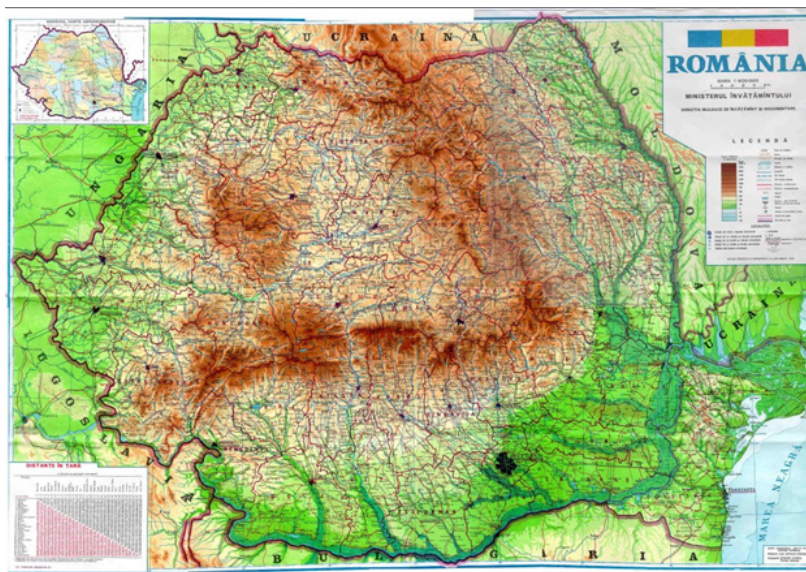
Abstract

Background: Romania is a state located in southeastern Central Europe, on the lower Danube, north of the Balkan Peninsula and on the northwestern shore of the Black Sea. On its territory is located almost the entire surface of the Danube Delta and the southern and central part of the Carpathian Mountains. It borders Bulgaria to the south, Serbia to the southwest, Hungary to the northwest, Ukraine to the north and east, and the Republic of Moldova to the east, and the Black Sea coast to the southeast.

Keywords: Leadership, Palliative care, Palliative patients, Palliative leadership

INTRODUCTION

The Romanian Orthodox Church is the religious institution in Romania with the largest number of believers. The Orthodox Church, with traditions of almost two millennia, has deep roots in the cultural and social field in Romania. Medicine is one of the fields that has offered the world's greatest inventors, and this is justified by the millions of lives saved by treatments discovered by various researchers. Therefore, it is not at all surprising that Romania also stood out in this regard, one of our reference researchers being Ion Cantacuzino (yes, the National Research and Development Institute for Microbiology and Immunology in Bucharest is named after him). According to the 2011 census, Romania has a population of 20,121,641 inhabitants. During his career, Cantacuzino invented the cholera vaccine (also known as the Cantacuzino Method), and during World War I he helped fight a major typhus epidemic. Last but not least, thanks to Cantacuzino, Romania has become the second country in the world to introduce the vaccination of newborns against tuberculosis.



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METHODOLOGY

Leadership curriculum in palliative care

Contains the stages of developing a management project in palliative care, internal and external communication techniques, project risk assessment, personal development, advocacy, the importance of sharing experience and leadership in situations of economic crisis, epidemic and pandemic.

Step 1 in writing a project:

Goal setting

Preparation of a leadership curriculum in palliative care adapted to periods of crisis at national and international level such as the pandemic, in 3 months in Romanian / English.

SMART

S - specific: drawing of a leadership counseling curricula in palliative care in Romanian / english language
M -measurable: one curricula could be written in 1 year
A - approachable / feasible: there are human resources, financial and materials for the project
R - relevant: model of leadership curricula from other country will be adapted for Romania
T - timed: 01.03.2020 - 01.06.2020

Step 2: Project organization

Project manager: manager
Sponsors: Identifying one or more sponsors for the project
Project team: establishing number of members and categories of specialists

Step 3: Establishing the project budget by categories of activities

Step 4: Establishing the legislation in force, the legal aspects that apply to the project.

Step 5: Risk management:

a) The risk of human resources
b) Information risk
c) Financial risk

Step 6: General plan

establishing the resources for the project
establishing team members and written cooperation agreement
sponsors will be identified in the budget plan
meeting with sponsors and obtaining a financing agreement
project activities
internal press release
internal management team
implementation of the action plan
project monitoring
project advertising
final report
dissemination of results

Step 7: Activity planning: the time required and responsible for each activity.

Step 8: Establishing an internal and external communication plan. Internal communication provides rules / concrete way of communication between team members.

Internal communication is up, down, managerial and horizontal communication. The type of activities related to internal communication, the category of documents, the time required and the person responsible for each type of activity will be detailed.

External communication: how to communicate with the sponsor, the press, translator and other institutions or individuals outside the organization implementing the project.

External communication is up, down, managerial and diagonal communication. The type of activities related to external communication, the category of documents, the time required and the person responsible for each type of activity will be detailed.

Step 9

Internal evaluation of the project in which the difficulties that have been identified, changes in the structure of the team members, framing in the project budget, new risks and framing in time are identified.

Step 10: Final project report

RESULT

Personal development: for a leader in palliative care it is important to have courses in management, communication, counseling, mourning support, psychology, spirituality, team management, fundraising and volunteer management. These courses must be in addition to the advanced level palliative care courses at national and international level.

Without a solid knowledge base in these areas, we cannot have the skills needed by a leader.

DISCUSSION

Advocacy

The case study is an effective tool in advocacy to identify a problem facing the organization, setting a goal to solve the problem, analyzing the existing situation, identifying barriers, motivation for choosing to advocate, to whom I advocated, identifying the type of advocacy methods that were used, identifying the difficulties, what the results were and what we learned from this advocacy.

The importance of sharing experience

From the practical activity it results that the sharing of experience is important for the development of leaders / community members who are not at the same level, for the possibility to organize the training of community members, to conclude collaborative partnerships in the future but also to identify points of view and aspects. specific to certain countries, such as financial institutions.

CONCLUSION

Leadership / leadership in situations of economic crisis, epidemic and pandemic

From the personal experience gained during the emergency and pandemic in Romania, the following conclusions emerge:

- The leader must have the ability to anticipate and not wait for certain events to happen in order to organize them at that time.
- Collaboration with state authorities, Ministry of Health, Ministry of Labor, Public Health Directorate, City Hall, Police, Social Assistance are important for obtaining the necessary information in order to carry out the activity in good conditions, but also for obtaining the help that palliative care needs .
- Due to price fluctuations, respectively the risk of price increases for certain product categories, it is efficient to make stocks in time.

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