

# UCD Health Systems Seminar Series

## Collective Leadership in Healthcare

“In collective leadership cultures, responsibility and accountability function simultaneously at both individual and collective levels. They breed regular reflective practice focused on failure, organisational learning and making continuous improvement an organisational habit. By contrast command and control leadership cultures invite the displacement of responsibility and accountability onto a single individual, leading to scapegoating and a climate of fear of failure rather than an appetite for innovation.” (West et al 2014).

**WHEN: FRIDAY JANUARY 22, 2016, 2PM**

**WHERE: ROOM A003 UCD HEALTH SCIENCES CENTRE**

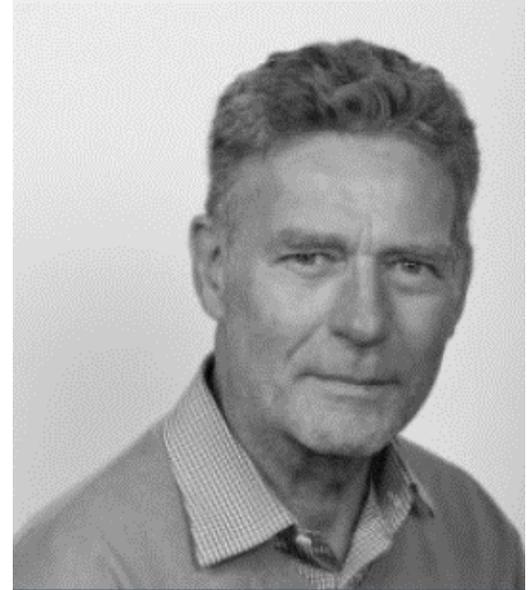
*This presentation will be given as part of a new research project in UCD Health Systems called “Collective Leadership and Safety Cultures (CO-LEAD)”, funded by Health Research Board.*

Professor Michael West joined The King’s Fund as a Senior Fellow in September 2013. He is Professor of Work and Organisational Psychology at Lancaster University Management School, Senior Research Fellow at The Work Foundation and Emeritus Professor at Aston University. He was formerly Executive Dean of Aston Business School.

He has authored, edited and co-edited a number of books and has published more than 200 articles for scientific and practitioner publications, as well as chapters in scholarly books. He is a Fellow of the British Psychological Society, the American Psychological Association (APA), the APA Society for Industrial/Organisational Psychology, the Royal Society for the Encouragement of Arts, Manufactures and Commerce, the International Association of Applied Psychologists and the British Academy of Management.

## Guest Speaker

### Professor Michael West



**PROFESSOR OF WORK AND ORGANISATIONAL PSYCHOLOGY, LANCASTER UNIVERSITY MANAGEMENT SCHOOL**

Michael’s areas of research interest are team and organizational innovation and effectiveness, particularly in relation to the organisation of health services. He lectures widely, both nationally and internationally, on the results of his research and on his solutions for developing effective and innovative organisations. He is a partner in the HRB funded Collective Leadership and Safety Cultures project led by Eilish McAuliffe, Professor of Health Systems at UCD. He has recently been appointed Visiting Professor at the School of Nursing, Midwifery & Health Systems, UCD.



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