

ADAPTATION, CHANGE AND LEADERSHIP

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The second issue of the journal this year presents publications related to leading and managing within the health sector environment as well as a selection of papers based on presentations made at the recent International Conference on Embracing Change and Transformation.

In mobilising and enabling learning, growth and development in health organisations, the important linkages of adaptation, change to the leadership continuum provides both challenges and opportunities.

Adaptation involves adjustment in organisational systems and involves the connections between the organisation and the environment that it operates within. Adaptation has regular occurrence in complex systems and relates to how organisations are able to cope in uncertain situations and times. Change embraces making something different by transiting from a current through transitional to a future state. Variation within systems (first order change) involve procedures and processes while change to the system or organisation (second order change) involve redefining the business of the organisation.

Leaders and their leadership achieve impact in relation to engaging with others to achieve vision and direction for healthcare stakeholders. This is a critical part of the improvement process for health organisations and teams. Creating opportunities and impact for sustainable health systems that are safe, innovative, accessible and affordable is a critical part of the future of health organisations and the people that comprise them. Adaptation and change are critical parts of the success that needs to be achieved through leadership in the health sector.

In this issue there are many contributions related to adaptation, change and understanding of health operations and system opportunities.

The critical agenda in relation to workforce has been addressed by Michael Ireland and colleagues to examine doctor attrition is a significant contributor to problems and issues associated with the health workforce world-wide. Their study looks at the necessity for change and adaptation place environments to nurture intrinsic motivation and maintenance of work-life balance. Richard Olley presents research findings regarding stress-related to the regulatory environment for aged care services employees. Changes to system processes and compliance assessment are recommended and represent addressing a driving force to deal with the necessary reduction in distress experienced by staff. Fahimeh Ghardashi and colleagues surveyed nurses working in teaching hospital environments in around so as to evaluate the relationship between organisational justice, organisational commitment and human resource productivity. This study offers the opportunity for leaders and managers to strengthen justice and organisational commitment so as to improve human resource productivity.

Several contributions in this issue offer opportunities for first-order change such as the work by Nur Syazana Mad Tahir and colleagues who developed a comprehensive protocol for influenza management amongst the elderly in Malaysia. Samaa Faramawy and Sameh Reda examined the issue of sterilisation using light rays by focusing on definite spectral bands to prevent infection spread in the current COVID-19 pandemic. David Noble and colleagues completed a review of previous research regarding tele-psychiatry demonstrating Meriton equivalents to face-to-

face review thereby providing benefits of access and timeliness of care.

7th International Conference on Embracing Change & Transformation: Innovation and Creativity 2022

Selected papers from the 7th International Conference on Embracing Change & Transformation are included in this issue.

Guest Sub-Editor: Assistant Professor Anuj Kumar –
Conference Co-Convenor

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Associate Professor Anuj Kumar, as the conference' Co-Convenor, reports on the conference deliberations that were around that creativity and innovations are indispensable for the growth of business and the success of organizations and are important factors which help traditional companies and educational institutions in foreseeing potential threats and rising competition. Organizations cannot thrive without matching the pace of change and transformation which is taking place in the market.

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