

#MTWOMENLEADERS

INTERNATIONAL
WOMEN'S DAY8th MARCHWOMEN
LEADERS
IN HEALTHCARE**Dr. Anita Kohli**

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Be confident in your abilities and expertise

How do you define leadership in healthcare?

In my opinion, the Leadership in healthcare is a dynamic and multifaceted commitment to guiding, inspiring, and influencing positive change within the healthcare industry.

What inspired you to pursue a career in healthcare leadership?

My Passion for Helping Others for making a positive impact on people's lives. The commitment to improving the well-being of others is a fundamental motivator for me.

What are some challenges specific to women in leadership roles within the healthcare sector, and how have you navigated them?

Strategic Professional Development & Work-Life Integration are the main challenges specific to women in healthcare



leadership. And I overcome challenges through a combination of personal resilience, strategic networking, and a steadfast commitment to advocating for gender equality.

How do you prioritize self-care and well-being while balancing the demands of leadership in healthcare?

To prioritize self-care while leading in healthcare, establish boundaries by setting aside dedicated time for personal activities and relaxation. Delegate tasks where possible to alleviate workload pressures and avoid burnout. Practice mindfulness techniques or engage in hobbies to manage stress effectively. Regularly assess and adjust your schedule to ensure a healthy balance between professional responsibilities and personal well-being. Prioritizing self-care not only enhances your own health but also strengthens your ability to lead effectively in healthcare settings.

In your opinion, what are the most pressing issues facing women in healthcare leadership today?

The most pressing issues facing women in healthcare leadership today include gender bias and discrimination, limited representation in top leadership roles, unequal pay and career advancement opportunities compared to their male counterparts, and challenges in achieving work-life balance due to societal expectations. Addressing these issues requires implementing policies that promote diversity, equity, and inclusion, as well as providing mentorship and support networks for women in healthcare leadership positions to thrive and advance in their careers.

What strategies have you found effective in promoting diversity and inclusion within your healthcare organization?

Effective strategies for promoting diversity and inclusion within a healthcare organization include implementing bias training programs, establishing diverse hiring practices, creating affinity groups and support networks for underrepresented staff, fostering open communication channels for addressing concerns, and actively seeking diverse perspectives in decision-making processes. Additionally, providing leadership development opportunities for individuals from diverse backgrounds helps cultivate a more inclusive organizational culture and promotes equity in career advancement. Regularly evaluating and adjusting these strategies based on

feedback and outcomes are crucial for sustained progress in fostering diversity and inclusion.

Can you share a memorable experience or accomplishment from your leadership journey in healthcare?

Certainly! One memorable accomplishment from my leadership journey in healthcare was spearheading the implementation of a patient-centered care initiative in our hospital. Through collaborative efforts with multidisciplinary teams, we redesigned workflows, improved communication channels, and enhanced patient engagement strategies. As a result, patient satisfaction scores significantly increased, and we observed measurable improvements in clinical outcomes and staff morale. This experience highlighted the transformative power of teamwork and innovation in delivering high-quality care while reaffirming the importance of patient-centered approaches in healthcare leadership.

What advice would you give to aspiring women leaders in the healthcare industry?

To aspiring women leaders in the healthcare industry, I would offer the following advice:

Be confident in your abilities and expertise. Trust in your skills and knowledge, and don't hesitate to assert yourself in professional settings.

Cultivate a strong support network of mentors, colleagues, and allies who can provide guidance, encouragement, and opportunities for growth.

Embrace lifelong learning and continuous professional development. Stay informed about emerging trends, technologies, and best practices in healthcare leadership.

Advocate for yourself and others. Champion diversity, equity, and inclusion in the workplace, and advocate for equal opportunities and representation for women in leadership roles.

Prioritize self-care and well-being. Find balance between your professional responsibilities and personal life, and don't be afraid to seek help or delegate tasks when needed.

Finally, stay resilient in the face of challenges and setbacks. Learn from experiences, adapt to changes, and remain committed to your goals and aspirations as a leader in healthcare.