

#MTWOMENLEADERS

INTERNATIONAL  
WOMEN'S DAY8<sup>th</sup> MARCHWOMEN  
LEADERS  
IN HEALTHCARE**Mrs. Parshi Kohli**

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## Healthcare field is a realm of continuous challenges and opportunities for improvement

**H**ow do you define leadership in healthcare?

In my opinion, the Leadership in healthcare encompasses the ability to guide, inspire, and influence individuals and teams to work collaboratively toward achieving common goals within the complex and dynamic healthcare environment. It involves effective decision-making, strategic vision, and a commitment to fostering a culture of excellence and patient-centred care.

**What inspired you to pursue a career in healthcare leadership?**

Throughout my professional journey, the driving force behind my pursuit of a career in healthcare leadership has been a profound passion for making a positive impact on the lives of others. Witnessing the intricate dynamics of the healthcare sector and recognizing the critical role it plays in the well-being of individuals and communities, I felt a compelling desire to contribute to positive change.

The healthcare field is a realm of continuous challenges and opportunities for improvement. Inspired by a commitment to innovation and problem-solving, I sought to leverage my skills and experiences to address these challenges, ensuring the delivery of high-quality, accessible, and equitable healthcare services.

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

Despite progress, there is still a notable underrepresentation of women in top leadership positions within the healthcare sector. This lack of representation can create additional barriers for aspiring female leaders and contribute to feelings of isolation. And simultaneously balancing the demands of leadership roles with personal and family responsibilities poses a unique challenge for me as a woman. I have approached these challenges with determination, strategic thinking, and a commitment to fostering positive change.

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

Balancing leadership demands in healthcare requires a strategic approach to prioritize self-care. Establish clear boundaries for work hours, delegate responsibilities effectively, and schedule regular breaks to avoid burnout. Cultivate a support network, both personally and professionally, to share insights and manage stress. Lastly, embrace a holistic approach to well-being, incorporating healthy habits like exercise and mindfulness to ensure sustained leadership effectiveness.

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

In contemporary healthcare leadership, several pressing issues affect women professionals. Gender disparity remains a significant concern, with women underrepresented in top leadership roles despite their prevalence in the healthcare workforce. Additionally, challenges such as unequal pay, limited access to mentorship and sponsorship opportunities, and insufficient work-life balance persist. Addressing these issues demands concerted efforts to dismantle systemic barriers, foster inclusive organizational cultures, and implement policies that promote equity and advancement for women in healthcare leadership.

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

Several strategies have proven effective in promoting diversity and inclusion within healthcare organizations. First and foremost, fostering a culture of openness and respect where diverse perspectives are valued is paramount. Implementing robust diversity and inclusion training programs for staff at all levels helps raise awareness and sensitivity to different backgrounds and experiences. Moreover, actively recruiting and retaining diverse talent through inclusive hiring practices and mentorship programs can cultivate a more representative workforce. Establishing employee resource groups or affinity networks provides spaces for underrepresented groups to connect, share experiences, and advocate for inclusive policies.

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

One memorable accomplishment from my leadership journey at Allied Medical Limited was orchestrating a highly successful annual sales meet and channel partner meet. Through meticulous planning and collaboration with our teams, we were able to create an engaging and productive environment that fostered camaraderie, knowledge sharing, and strategic alignment among our sales force and channel partners. The event not only boosted morale and motivation but also resulted in tangible outcomes, including increased sales performance and strengthened relationships with our partners.

**How do you think women leaders are shaping the future of healthcare?**

Women leaders are playing a pivotal role in shaping the future of healthcare through their diverse perspectives, innovative approaches, and commitment to inclusive practices. As trailblazers, women leaders are championing patient-centered care models, driving advancements in healthcare technology and research, and advocating for policies that prioritize health equity and access for all. Their leadership style often emphasizes collaboration, empathy, and resilience, fostering environments where diverse voices are heard and valued. Additionally, women leaders are actively addressing workforce disparities, mentoring the next generation of healthcare professionals, and advocating for gender parity in leadership positions.