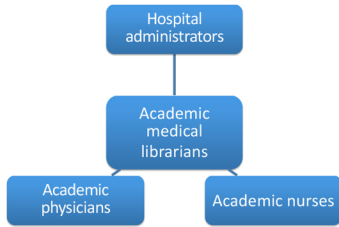# Paving the Road to Success: Leadership Skills in an Interprofessional Landscape

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Aim

To review the existing literature from the last 5 years around leadership in academic medicine, academic nursing, hospital administration, and medical librarianship in order to identify core leadership skills across the disciplines and identify potential differences.

Methods

We searched the literature published from January 2014 – February 2019 on leadership skills in each of four professional domains: 1) academic medicine, 2) academic nursing, 3) hospital administration, 4) medical librarianship. Medline/PubMed, Scopus, and Business Source Complete were searched, and articles discussing leadership skills or competencies written in English with full-text availability were included. Skills mentioned were extracted using text analysis and trends were identified using descriptive analysis.

Results

Flow Diagram

Number of Articles Retrieved
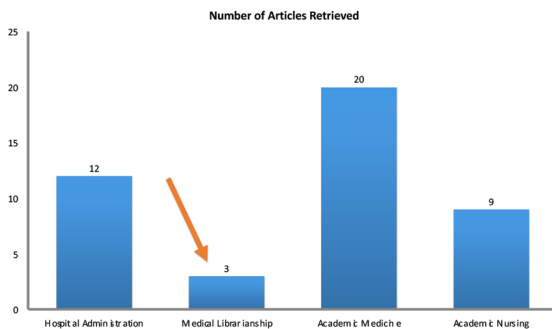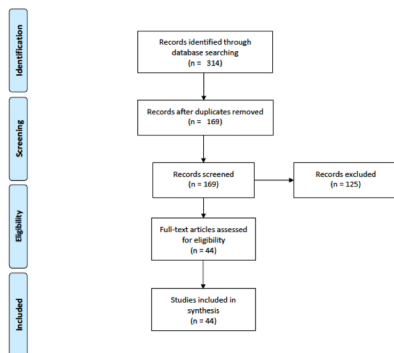
Most Frequently Mentioned Skills* per Domain
* Using Forbes Coaches Council skills

Hospital Administration	Medical Librarianship	Academic Medicine	Academic Nursing
Learning	Vision	Change	Communication
Change	Change	Communication	Change
Communication	Communication	Learning	Vision
Vision	Learning	Vision	Learning
Individuality	Individuality	Individuality	Individuality

Results (cont'd)

Word Frequency Representations
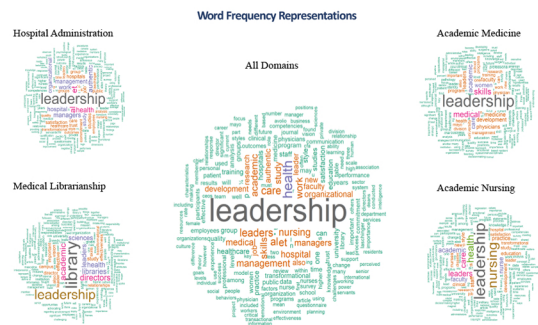
TF-IDF Representations by Domain

Conclusions

Modern medical librarians must extend their leadership beyond the internal library setting, particularly as they become more involved with connecting and collaborating with leaders across disciplines. Having the skills and vocabulary to lead and identify necessary leadership characteristics across fields is important to successfully navigate this landscape and enhance impact of the library.

It is evident from articles retrieved in this project that medical librarianship has fewer publications on leadership than hospital administration, academic medicine, and academic nursing. Furthermore, according to tf-idf analysis, literature in the fields outside of librarianship is more skills- and qualities-based, using terms such as "integrity," "skills," "influence," "understand," "thoughtfully," "self-awareness," "communication," and "empathetic." Articles in medical librarianship to date tend to focus more on qualities common across existing librarians in leadership positions (e.g., "passion," "director," "acumen," "charismatic,") rather than types of leadership skills and styles (e.g., transformational leadership) and how those skills work in a healthcare environment.

As medical librarian leaders work every day with colleagues in academic medicine, academic nursing, hospital administration, and other health professions, we would be well-served to expand our leadership vocabulary and skills to better understand and incorporate skills and attributes valued interprofessionally. By reading and examining the literature across disciplines, we might be better able to align and lead alongside our health professions colleagues.

Limitations

While the authors systematically searched the literature on this topic, the project was not designed as a systematic review and thus there may be additional relevant literature that was not retrieved. Additionally, the focus of this project is on the academic setting, and additional information in clinical or hospital settings may also be of interest in further research.

Contact Information & Acknowledgements