

## عنوان مقاله:

Providing Components of Personal Mastery for Learner Health Organizations

## محل انتشار:

فصلنامه سیاستگذاری، مدیریت و اقتصاد سلامت مبتنی بر شواهد، دوره 2، شماره 3 (سال: 1397)

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## نویسندگان:

Razieh Montazeralfaraj - *Department of Health Care Management, Shahid Sadoughi University of Medical Sciences, Yazd, Iran*

Mohammad Javad Akbarian Bafghi - *Department of Health Care Management, Bam University of medical sciences, Bam, Iran*

Mohammad Amin Bahrami - *Department of Health Care Management, Shahid Sadoughi University of Medical Sciences, Yazd, Iran*

Mohammad Ranjbar - *Health Policy Research Center, Shahid Sadoughi University of Medical Sciences, Yazd, Iran*

Mohammad Mehdi Kiani - *Department of Management and Health Economics, School of Public Health, Tehran University of Medical Sciences, Tehran, Iran*

Khatere Khanjankhani - *Department of Management and Health Economics, School of Public Health, Tehran University of Medical Sciences, Tehran, Iran*

## خلاصه مقاله:

Background: Severe and complex environmental changes that have occurred from technology, makes need for change of knowledge, attitude and behavior, and as a whole empowering and Personal Mastery. The aim of this study is to present components of personal mastery model for Learning Healthcare Organizations. Methods: this is a comparative and cross-sectional study. After theoretical and organizational studies about personal mastery, comparative tables are drawn and designed Model. Delphi technique is used. Members of the Delphi technique gained consensus after two stages. Results: Personal Mastery titled as "Individual Excellence" in this study and certified with 3 components, including "Personal Excellence" with 5 variables, "Mental Excellence" with 4 variables, and "Professional Excellence" with 4 variables. Variables of general knowledge and moral growth (mean = 4.61) in personal excellence, moral growth (mean = 4.75) in mental excellence and expert skill (mean = 4.65) in professional excellence gained the highest grade from other variables. Conclusion: If managers provoke employees to gain personal excellence, mental excellence, and professional excellence, individuals and organizations would function more efficiently. Persons should change themselves through increase their knowledge, skill and moral growth and upgrade their view points, vision and system approach, as well as organizations should support employees and provide necessary resources.

## کلمات کلیدی:

Personal Mastery, Individual Excellence, Learning Organization, Health Care

