

# Examining the Impact of Agile Leadership Style in Healthcare

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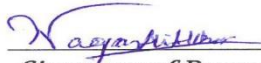
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## Declaration and Waiver

*As the author of this paper, I declare that this thesis presented for the Master of Business Administration degree is an original report of my research and has been written by me. Due references have been provided on all supporting literature and resources. I confirm that this thesis has been composed entirely by myself. The work contained herein is my own except where explicitly stated otherwise in the text. This work has not been submitted for any other degree or professional qualification.*

*Some of the work described in this thesis was previously written and submitted as a simulated paper in Academic Writing for MBA at Ilia State University Business School in autumn 2020.*

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## Abstract

The researcher is presenting a heuristic systematic literature review built on the agile parlance that unveils the inexorable, imperative capabilities of an “Agile Leadership Style”. Agility is a dynamic unending mission-critical process in uncharted waters, including change with collaboration among business stakeholders, not just speed. In essence, it is the closest merger of speed with efficiency and effectiveness. VUCA is an acronym that currently characterizes the world’s environment with highly turbulent volatility, unpredictability, complexity, and ambiguity sprouted during the pandemic (Covid-19). Leaders’ rising uncertain actions during the pandemic were the subject of criticism; they have got unflinching attention across the globe. As a result, leadership crises emerged, leading to distrust, doubt, and dissent among people, demanding a shift away from heroic or individual leadership models in favor of more contextual, relational, and communal approaches. Due to this reason, the researcher has reviewed the literature on healthcare physicians to examine if they can fulfill the role of agile leaders in the healthcare sector and impact the system and employee agility. Study selection was based on manual inclusion and exclusion criteria, and the quality check was done by including only peer-reviewed journal articles, books, and websites published by renowned publishers. The philosophical affinity between epistemology, ontology, axiology and a constructionist stance produces qualitative research in the light of the systematic literature review methodology that strengthens the subjective approach. The results suggest that physicians have never been tested as integrated collective leaders. Forming strategic alliances, relations, restructuring, transparent working practices, building self-organizing teams seem to be the most significant enablers of organizational and employee agility. “Agile leadership Style” is a revolution that can play a unique role in shaping employee agility and organizational agility to handle VUCA.

**Keywords:** Agile Leadership style, Healthcare Leadership, Leadership crisis in Healthcare, Organizational Agility, Employee Agility.

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