Developing strategies to enhance hospital disaster resilience from healthcare workers and transformational leadership perspectives.

Natural Hazards Research Australia

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Professional Practice and Development for Healthcare Workers Toward Disaster Resilient Hospitals. This PhD research investigated how hospitals can improve their resilience and ensure business continuity in the face of disasters. The findings of this research provide tools that empower healthcare workers (HCWs) and hospital leaders to improve their competencies and enhance the resilience of their hospitals in the event of disasters.

Healthcare workers (HCWs) play a central role in health systems, but workplace challenges and disasters can hinder their ability to provide high-quality care. The resilience of HCWs is critical for their capacity to work effectively and recover quickly. However, the negative consequences of disasters on the physical and mental health of HCWs can hinder their ability to perform effectively and result in the failure of the entire hospital system(Ali, Ranse, Roiko, & Desha, 2022).

This research involved conducting two empirical studies, which included in-depth semi-structured interviews with 25 hospital staff from two Southeast Queensland hospitals. The first study involved interviewing 13 hospital staff to explore factors influencing healthcare workers' capabilities in disasters. The findings of this study led to the development of a Healthcare Workers' Resilience Toolkit, which includes recommendations for training tailored to different disaster phases, including pre-disaster, mid-disaster, and post-disaster (Figure 1) (Mohtady Ali, Ranse, Roiko, & Desha, 2022)

The second study involved interviewing 12 senior hospital staff to explore factors contributing to success and challenges hindering hospital responses to disasters. The findings of this study led to the creation of a Transformational Leadership Model for Hospital Disaster Resilience and a Transformational Hospital Leaders Assessment Checklist. Together, these provide a framework for essential skills and abilities of transformational leaders and facilitate preparations and actions to build disaster-resilient hospitals(Mohtady Ali, Ranse, Roiko, & Desha, 2023).

Adopting these tools developed in this research can support hospital decision-makers in becoming transformational leaders and improving the resilience of HCWs in the face of disasters.
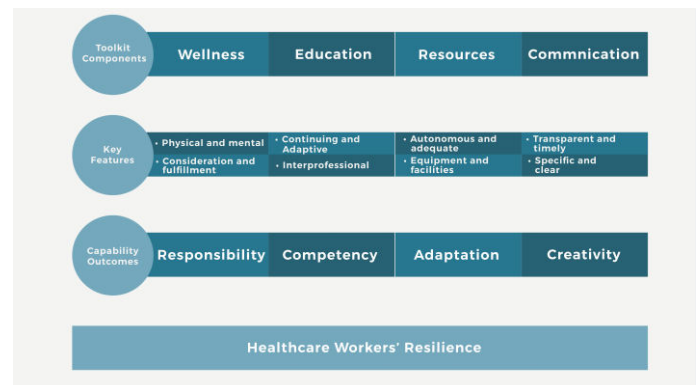

Fig.1. Healthcare Workers' Resilience Toolkit

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