

Eva Bendová: Introducing managerial supervision at the Department of Anesthesiology

ABSTRACT

In the form of a case study, this diploma thesis describes the process of introducing managerial supervision at the Department of Anesthesiology of Masaryk Hospital in the town of Ústí nad Labem. The theoretical part of the thesis describes theoretical prerequisites of change. It deals with managerial supervision, its basic aspects and principles. Furthermore, it focuses on issues closely related to successful introduction of managerial supervision – management, staff evaluation and development, organizational context and the process of change management.

The practical part of the thesis draws a comparison between the situation as it was before introducing the managerial supervision process in the anesthetics ward and the situation a year after I took up my post there. It describes the process of introducing managerial supervision as a tool of change management, the individual stages of change and its evaluation. The thesis is concluded with a reflexion on personal change occurred within a managerial position as a result of analyzing the individual managerial supervision records.

Keywords: Managerial supervision, organizational diagnosing, management in nursing, change management, case study