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Abstract Submission Form – Papers

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Proposed title of paper: Values-Based Management: Bridging the Gap between Clinical and Organizational Ethics

Abstract with 3 clearly stated objectives in 250 words:

Background: Healthcare ethics has developed sophisticated bioethical theories and helpful clinical-ethics tools for dealing with moral problems. Notwithstanding the merits of these efforts, ethicists usually struggle where they have to apply 'fire-fighting' tactics to ethical issues. The idea is not new, therefore, to pay more attention to the institutional reality of healthcare: organizational ethics has been on the agenda for over twenty years now, with noteworthy concepts. Values-based management (VBM) will be presented as such a concept for bringing clinical ethics from the bedside to the boardroom and thereby bridging the gap between clinical and organizational ethics.

Objectives: (1) to explain the idea of VBM; (2) to illustrate the concept with the example of a faith-based hospital group in Austria; (3) to analyze the relation between VBM and clinical ethics services.

Outline: VBM is an organizational-ethics concept that acknowledges, systematically develops, and institutionally maintains an organization's character. The concept works dialectically top-down and bottom-up: with clearly stated executive support and grass-roots initiatives. The aim is to nurture the organizational culture in a way that supports the normative (i.e., ethically reflected) and strategic goals of that organization. The example of a Catholic hospital group in Austria illustrates the development and implementation of VBM. Goals, contents, and structures of this VBM initiative are presented. Clinical ethics services are situated within the VBM concept. This gives them the opportunity of strong organizational support. On the other hand, VBM profits from clinical ethics as a concrete manifestation of the VBM idea.

If you have or will publish on this topic, please cite reference:

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Yes No