

Can the health care system be fixed with more administrative engineering?

What are Prof. Henry Mintzberg telling us?

讀後心得

企劃組 劉彥秀



三部曲

問題與現象

Myths

1. A system of health care
2. A failing system
3. A heroic leadership
4. **Administrative engineering**
5. Categorization & commodification
6. Competition
7. Business
8. Private: efficiency & choice
9. Public : equality & economy

檢驗


Organizing

1. 組織分支化
2. Separating
3. Integrating

Guidelines

Reframing

1. Management : beyond the top
2. Strategy : venturing
3. **Organization:**
collaboration, culture, communityship
4. Managing : caring
5. **Scale : human**
6. **Plural & common ownership**
7. As a system

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- 合併
 - 規模經濟 (vs. 人性刻度 Human Scale)
 - 機構的規模
 - 地理的規模
 - **Keep the baby**

Merger

Scale

All three in their place

- Market control (of health care) is crass
 - State control is crude
 - Professional control is closed
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- <http://www.mintzberg.org/videos/the-plural-sector>



Thank You!

本報告參考書目

- 書名：MANAGING THE MYTHS OF HEALTH CARE
- 作者：HENRY MINTZBERG
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