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Medical specialists' experiences of management training

The successful organisation of high-quality service production in healthcare and constant administrative and structural changes require good management. However, healthcare management is challenging. Poor management is often perceived as one of the causes of staff shortage, which is particularly common in public healthcare. The purpose of this study was to describe the experiences of medical specialists who participated in the Finnish Medical Association's management training for medical specialists in the period 2010–2019 related to training and career changes. The research questions were: 1) What kinds of expectations did the participants have of the training? 2) What competence did they feel the training had provided them with? 3) What kinds of changes did they feel occurred in their career after the training? The aim was to produce knowledge that can be used in developing management training for physicians and dentists as well as for further encouraging professionals to seek management training. The research data (n = 115) were collected using an electronic survey to which a link was sent via email to the target group (N = 504). The data were analysed using qualitative content analysis. The research indicated that the training corresponded well with the respondents' expectations. The most important training content included substance competence in management and administration, understanding leadership, and peer support and networking. The results support the goals of the training for medical specialists and therefore also the competence requirements set for physician managers identified by previous studies. The respondents' experiences concerning career changes were related to making progress in one's career and personal changes.

Keywords: medical specialists, management training, training experiences, healthcare management