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Strategies for Overcoming Teamwork Barriers to the Development of Hospital. A Case Study at Todah Hospital

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ABSTRACT:

This research investigated the barriers to effective teamwork in hospital settings and proposed strategies to overcome these obstacles. Through a mixed-method approach involving qualitative and quantitative data collection, the study identified primary barriers such as hierarchical structures, communication issues, conflicts, unclear roles, resistance to change, staffing shortages, and cultural/language diversity. Strategies to address these challenges included fostering a collaborative culture, promoting clear communication channels, conflict resolution training, creating a change management team, emphasizing patient-centered care, recruitment/training/retention initiatives, and cultural competence training. The study was conducted in Todah Hospital (Obuasi East district) and Ataasi Nkwanta Health Center (Adansi South district, New Edubiase), involving 60 participants from health workers, District Health Directors, opinion leaders, health experts, and local chiefs. Data sources included interviews, observations, expert opinions, focus group discussions, articles, books, and websites. Data analysis involved organizing and summarizing data into tables. Findings revealed barriers impacting patient care and organizational performance, emphasizing the need for proactive strategies. Recommendations include fostering a collaborative culture, investing in training and development, implementing effective communication channels, updating conflict resolution strategies, and addressing staffing shortages. The study contributed to enhancing patient care, reducing stress, empowering organizations and individuals, and advancing academic knowledge.

Keywords: Overcoming team Barriers

1. Introduction:

In our modern-day dynamic and interrelated work environment, teamwork stands as a foundation for accomplishing organizational victory. Collective hard work brings together varied or diverse expertise and perceptions with notions, nurturing modernization and efficiency. However, despite its undisputable benefits, effective teamwork (West, M. A. 2012) often meets several barriers that can hinder improvement and hinder the achievement of collective goals. Convincingly, Recognizing and overpowering these hindrances is key for building robust and resilient teams capable of navigating the complexities of the modern workplace.

Teamwork barriers can manifest in various forms, from communication breakdowns (Art Markman 2017) and conflicting personalities to inadequate leadership and insufficient trust among team members. These challenges, however, if left unaddressed, can lead to decreased productivity, and increased stress with a decline in overall team morale. Consequently, organizations must proactively implement strategies to dismantle these barriers and cultivate an environment that nurtures collaboration and shared success.

To tackle the multifaceted nature of teamwork barriers, establishments or organizations must first admit the diverse factors contributing to these challenges. Should it be rooted in interpersonal dynamics and organizational culture with external pressures and understanding the origins of these barriers is a crucial step toward formulating effective solutions. Once identified, however, strategic interventions can be implemented to foster a culture of open communication and mutual respect with collective accountability.

This paper discovers an array of teamwork barriers frequently encountered in professional situations and grants a comprehensive indication of strategies intended to overcome them. Fostering effective communication to promote diversity and inclusion, each strategy addresses a specific facet of teamwork challenges. Through approving a practical approach and implementing these strategies, organizations can cultivate resilient teams capable of adapting to change navigating conflicts, and achieving collective success in the face of adversity. As the researcher delves into the intricacies of teamwork barriers and the corresponding strategies to overcome them, it becomes evident that building and sustaining effective collaboration is not a one-size-fits-all endeavor. It requires continuous effort, adaptability, and a commitment to fostering a work environment that values the contributions of each team member. Through this exploration, we aim to equip organizations and individuals with the insights and tools necessary to dismantle barriers and pave the way for a future where teamwork is not just an aspiration but a tangible and sustainable reality.

Problem Statement

In contemporary workplaces, where the importance of teamwork is recognized as instrumental in achieving organizational success, numerous barriers hinder the seamless operation of collaborative efforts. Despite the acknowledged benefits of teamwork such as innovation and efficiency, various challenges, including communication breakdowns, conflicting personalities with inadequate leadership, and a lack of trust among team members, obstruct progress and compromise the attainment of collective goals. Left unaddressed, these barriers result in diminished productivity and heightened stress levels with a decline in overall team morale. Therefore, there is a pressing need for organizations to identify understand, and proactively address these multifaceted obstacles through strategic interventions. This problem statement emphasizes the imperative of dismantling teamwork barriers to create an environment conducive to collaboration and open communication, with mutual respect and collective accountability. The aim is to equip organizations and individuals with the necessary insights and tools to foster resilient teams capable of navigating the complexities of the modern workplace and achieving sustained collective success.

General Objective

The main aim of conducting this research was to formulate strategies to overcome teamwork barriers.

Specific Objectives

1. To identify primary teamwork barriers and their impact on patient care in a hospital setting.

2. To identify effective strategies to overcome teamwork barriers in a hospital setting

Research Questions

1. What are the primary barriers to effective teamwork in hospital settings, and how do these barriers impact patient care and overall organizational performance?

2. What effective strategies can be implemented to overcome teamwork barriers in a hospital setting?

Hypothesis

H (0): There is no significant relationship between teamwork barriers in hospital settings and patient care outcomes or organizational performance.

H (1): There is a significant relationship between teamwork barriers in hospital settings and adverse patient care outcomes as well as negative effects on organizational performance.

H (0): There is no significant difference in teamwork effectiveness between the implementation of strategies and the absence of strategies in a hospital setting.

H (1): The implementation of effective strategies significantly improves teamwork in a hospital setting.

Significant of the Study

The significance of this study lies in its potential to address critical issues in contemporary workplaces, particularly within the context of hospital settings where effective teamwork is paramount for patient care and overall organizational performance. By identifying and understanding while providing strategies to overcome teamwork barriers, this research aims to make substantial contributions in the following areas: Enhancing Patient Care and Reducing Stress while Improving Morale contributing to Academic Knowledge and Empowering Organizations and Individuals.

2, METHODOLOGY

2.0 Introduction

This portion of the research discussed the study population, sample size, data collection methods, techniques, and data analysis.

2.1 Study Area

The research study areas include Todah Hospital in the Obuasi East district and Ataasi Nkwanta Health Center in the Adansi South district, New Edubiase.

2.2 Study Population

The target population for this research was health workers from these two health institutions and the District Health Directors, chiefs and opinion leaders, and patients.

2.3 Sample Size

The researcher chose 25 health workers from Todah hospital, 25 health professionals from Ataasi Nkwanta Health Center, 2 District Health Directors, 2 opinion leaders, 4 health experts, and 2 local chiefs. In all, 60 participants were selected for data gathering.

2.4 Data Sources

The researcher obtained data from both the primary sources and the secondary sources. The primary sources where the writer got data were interviews, observations, experts' opinions, and focus group discussions. Nevertheless, the secondary sources where the investigator assembled data included articles, books, and websites.

2.5 Data Collection Methods

This research utilized a mixed-method approach, the qualitative and quantitative methods. Qualitative data were gathered through in-depth interviews with health professionals, chiefs, and opinion leaders. The quantitative data gathered were through questionnaires.

2.6 Data Collection Techniques

The researcher engaged health professionals, opinion leaders, and chiefs through interviews. The investigator observed health workers using both participant and non-participant observations during their general meetings and ward rounds for data gathering. The researcher also used covert observation to observe nurses and doctors in the wards and the consulting rooms respectively to establish the existence of teamwork among these health professionals. The research team also had separate group discussions with the facilities management or leaders, heads, and In-charges to obtain data. The expert group also met in another group discussion with the research team. The discussions were directed toward the research objectives. In addition, the writer formulated 3 open-ended questions and administered them as an interview with the chosen participants.

2.7 Data Analysis

The data were prearranged into tables to understand the research findings comprehensively. The data assembled were reduced or condensed and summarized while retaining its essence. This comprises choosing crucial quotation marks or examples that demonstrate the identified themes.
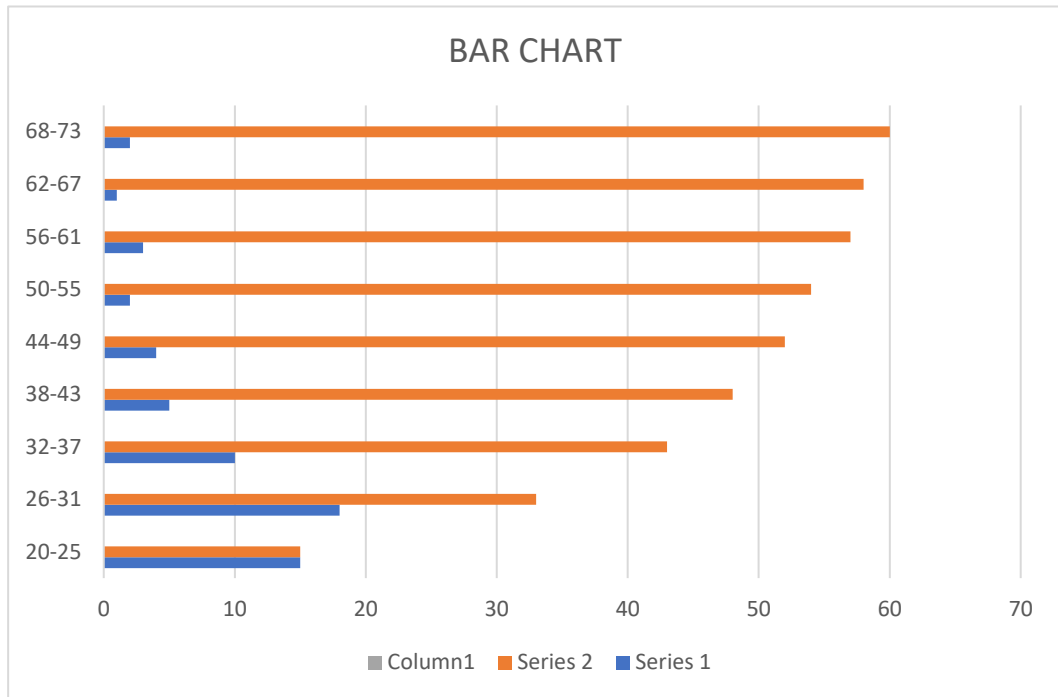
4. FINDINGS

DATA INTERPRETATIONS

Table 1: Demographic Characteristics of Participants (Age)

| AGE	FREQUENCY	CUMULATIVE FREQUENCY
20-25	15	15
26-31	18	33
32-37	10	43
38-43	5	48
44-49	4	52
50-55	2	54
56-61	3	57
62-67	1	58
68-73	2	60
TOTAL	60	60

Figure 1

BAR CHART

The

demographic characteristics of the participants, as presented in Table 1 and Figure 1, provided insights into the age distribution among the selected individuals involved in the study. The age groups were categorized in ten-year intervals. The majority of participants fell within the age range of 26-31, comprising 18 individuals, followed by the 20-25 age group with 15 participants. As the age increases, the frequency of participants gradually decreases, with the lowest representation in the 62-67 and 68-73 age groups.

Table 2: Demographic Characteristics of Participants (Educational Level)

CADRE OF RESPONDENTS	EDUCATIONAL LEVEL OF RESPONDENTS		
	BASIC LEVEL	SECONDARY LEVEL	TERTIARY LEVEL
District Health Directors	0	0	2
Health Professionals	0	0	50
Opinion Leaders	0	2	0
Health Experts	0	0	4
Local Chiefs	0	2	0
Subtotal	0	4	56
TOTAL	60		

Figure 2
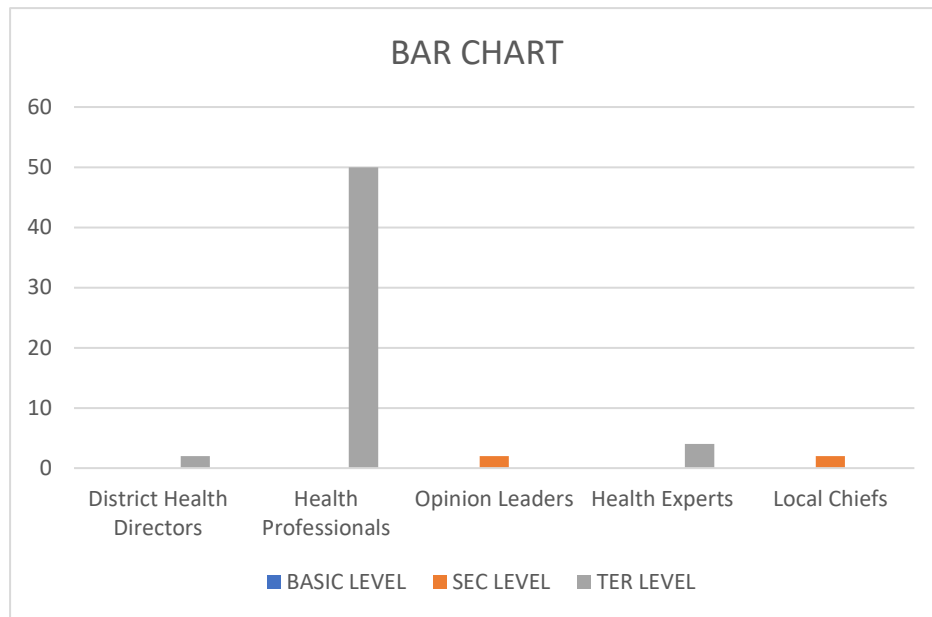
The majority of health professionals, health experts, and district health directors have a tertiary-level education, indicating a high level of professional expertise and knowledge in their respective fields.

Opinion leaders and local chiefs primarily have a secondary-level education, suggesting a mix of educational backgrounds within these community leadership roles.

The data demonstrates a diverse educational profile among participants, reflecting the varied perspectives that contribute to the research findings.

Objective 1: To identify primary teamwork barriers and their impact on patient care in a hospital setting.

Table 3: Shows the identified barriers to teamwork qualitatively

BARRIERS	SUMMARY
Hierarchical Structure	In a hospital, a rigid hierarchical structure sometimes leads to communication barriers between different levels of staff. Subordinates might be hesitant to share their opinions or concerns with superiors, hindering open communication and collaboration.
Communication Issues	Experts concluded effective communication is crucial in healthcare settings. Miscommunication or a lack of clear communication channels mostly leads to errors in patient care, misunderstandings among team members, and compromised patient safety.
Conflict and Differences in Perspective	It was confirmed conflicts arise due to differences in professional perceptions, goals, or characters. If not addressed accurately, conflicts escalate and hinder teamwork, leading to suboptimal patient care and outcomes.
Lack of Clear Roles and Responsibilities	Unclear roles and responsibilities confuse the team. Without a clear understanding of who is responsible for specific tasks, coordination and collaboration suffer, potentially affecting patient care quality.
Resistance to Change	The healthcare industry is constantly evolving, and resistance to change impedes the adoption of new practices, technologies, or protocols. This resistance hinders teamwork, as team members are not aligned in their approach to evolving healthcare practices.
Staffing Shortages	Insufficient staffing levels mostly lead to increased workloads, burnout, and stress among team members. This results in decreased morale and teamwork, negatively affecting the quality of patient care.
Cultural and Language Diversity	Healthcare teams are often diverse, consisting of individuals from different cultural and linguistic backgrounds. Differences in communication styles and language barriers hinder effective collaboration and understanding among team members.

Objective 2: To identify effective strategies to overcome teamwork barriers in a hospital setting

Table 4: Strategies to overcome or mitigate teamwork barriers

STRATEGIES	EXPLANATIONS
Promote a Collaborative Culture	Leadership commitment: Hospital leaders needed to actively support and promote a culture of collaboration. Team-building activities: Organized regular team-building activities to foster positive relationships among staff members
Clear Communication Channels	Open communication: Encourage open and honest communication across all levels of the organization. Create channels for employees to express their ideas, concerns, and feedback without fear of reprisal. Regular meetings: Schedule regular team meetings where all members, regardless of their position, can contribute to discussions and decision-making.
Conflict Resolution Training	Provide training on conflict resolution skills to help team members address and manage conflicts constructively. Ensure that team members are familiar with different conflict resolution techniques.
Create a Change Management Team	Form a dedicated change management team responsible for planning, implementing, and evaluating the change. Include representatives from different levels and departments to ensure a comprehensive approach.
Emphasize Patient-Centered Care	Tie the change to the goal of improving patient care, emphasizing the positive impact on patient outcomes. Remind the team of the shared mission and commitment to providing high-quality healthcare.
Recruitment, Training, and Retention	Competitive Compensation: Ensure that your hospital offers competitive salaries and benefits to attract and retain qualified healthcare professionals. Training and Development: Invest in ongoing training and professional development programs to enhance the skills of existing staff, making them more versatile and adaptable.
Cultural Competence Training	Provide cultural competence training for all staff members. This should include education on different cultural norms, beliefs, and practices. Focus on building awareness and understanding of cultural differences to promote a more inclusive and respectful environment Language Training: Offer language training programs for staff, especially for those who may be dealing with patients or colleagues from diverse linguistic backgrounds. Multilingual Staff: Recruit and hire multilingual staff to improve communication with patients and among team members. Create a system where language skills are considered an asset during the hiring process.

5. DISCUSSIONS, CONCLUSION AND RECOMMENDATIONS

Data gathered on these objectives were through focus group discussions, observations, and the writer's own opinions. However, in the previous chapter, some barriers were mentioned which include Hierarchical structure, Communication issues, Conflict and Differences in Perspective, Lack of Clear Roles and Responsibilities, Resistance to Change, Staffing Shortages, and Cultural and Language Diversity. This chapter looks at how these barriers can be overcome.

Hierarchical Structures

Mitigating hierarchical structures in hospitals can be multifaceted and thought-provoking, but it is essential for promoting teamwork, active communication, and patient-centered care (Sage Lambert Graham). The focus group concluded that to mitigate the hierarchical structure identified as a barrier in the hospital, there is a need to start by fostering a culture of teamwork, transparency, and open communication. The discussions further concluded that Leadership plays a crucial role in setting this tone for the organization. The group further stated that leaders such as the administrator, heads of departments, management committee, and nurses in charge should be encouraged to lead by example and promote a more inclusive and team-oriented approach. The discussion further suggested that the hospital consider adopting a more decentralized and team-based approach that encourages open communication, shared decision-making, and cross-functional collaboration. It was also agreed that nurses, doctors, and other frontline staff be empowered by giving them a voice in decision-making processes. They believed this could be achieved through regular meetings, feedback mechanisms, and involvement in quality improvement initiatives. It was observed that the hospital has layers of management and bureaucracy which have to be reduced to streamline decision-making processes and improve efficiency. Also, the hospital should encourage open-door policies so that staff can approach their supervisors or leaders with ideas, concerns, or feedback. Focusing on patient-centered care as a unifying goal for the hospital where all staff members

prioritize the well-being of patients can help break down hierarchical barriers. To continue to mitigate this barrier, the group suggested that the hospital implement performance metrics that emphasize teamwork, collaboration, and patient outcomes rather than individual performance. They suggested that leaders are held accountable for promoting a culture of collaboration and for addressing issues related to hierarchy. Indeed, regular assessment of the organization's structure, culture, and processes to identify and address any resurgence of hierarchy.

Communication issues

Mitigating communication issues in a hospital is crucial for patient safety, efficient operations, and overall quality of care.

To address and minimize communication issues in the hospital, the hospital's management team needs to conduct regular interdisciplinary rounds (Begley CM (2009) where healthcare professionals from various disciplines discuss patient care plans, goals, and progress. This promotes concerted communication or messages and decreases silos. To continue addressing these challenges, the hospitals must prioritize clear, timely, and accurate messages or communication among all stakeholders. This comprises implementing standardized message or communication protocols, using electronic health records for seamless information sharing, conducting regular training for staff on active communication or messages, and fostering a culture of open communication and teamwork. The focus group discussions suggested training on conflict resolution and de-escalation techniques to professionally handle disagreements or disputes among healthcare team members (Brown, J. 2002). In addition, patients and their families should be included in the communication process. They are to be encouraged to ask questions, share concerns, and actively participate in care decisions. To further address the issue, regular team meetings to discuss patient cases, share updates and address communication challenges. This can help identify and resolve the issues proactively. Undoubtedly, hospitals often have diverse patient populations. However, to ensure that the healthcare workforce receives cultural sensitivity training to bridge communication gaps and provide culturally competent care. Hospital leaders including administrators, heads, and those in charge should set a tone of open and active communication or messages. Genuinely, they should hold individuals accountable for message or communication breakdowns that result in adverse events. It is indeed important for health professionals to emphasize the accurate and timely documentation of patient information. In addition, the hospital should ensure that electronic health records (EHRs) are used effectively to record and share patient data. There is the need also to provide training and ongoing education for healthcare staff on effective communication skills which should include active listening and empathy with clear and concise communication. Regular interdisciplinary team meetings (Blackmore G & Persaud D 2012) should be held to mitigate communication challenges where healthcare professionals can discuss patient care plans and share updates to clarify any questions or concerns. Furthermore, there is a need for the hospital to develop and use checklists for procedures, handoffs, and patient assessments to ensure that essential information is consistently communicated and acted upon.

Conflict and Differences in Perspective

Overcoming conflict and differences in perspective in a hospital setting is crucial for maintaining a productive and safe healthcare environment.

To mitigate these challenges, the opinion pool from the field suggested that the hospital has to prioritize effective conflict resolution strategies (Behfar, K. J., Peterson, R. S., Mannix, E. A., & Trochim, W. M. 2008), open communication channels, and a culture that values diverse perspectives. Encouraging collaboration and promoting empathy to foster a sense of shared purpose can help address conflicts before they escalate and ultimately contribute to the hospital's success and development. The opinions further suggested that the hospital's leadership reminds staff regularly that the ultimate goal is patient care and safety. They added that the hospital encourages staff to prioritize patients' needs over personal conflicts or differences in perspective. To further address this challenge the focus opinions suggested that the institution provides cultural competency training to staff to help them better understand and respect the diverse perspectives and needs of patients and colleagues. It was observed that the hospital has a conflict resolution strategy in place but it has not been reviewed for the past five years. However, the is a need for the hospital to frequently measure and evaluate the efficiency of conflict resolution strategies within the hospital, and adapt and improve tactics as desired to address new encounters and changes in the healthcare environment.

It must be noted that conflicts and differences in viewpoint are natural in any working environment including hospitals (Godwin A. 2023). The key is to be able to manage them successfully to lessen their negative bearing on patient care and staff morale. A proactive and adopted approach to conflict resolution can lead to a healthier and more pleasant-sounding work environment in a healthcare setting. To further mitigate these barriers, the hospital should hold regular team meetings where staff can discuss their roles and responsibilities and share updates to address any issues or concerns. In addition, the facility has to create role mapping diagrams or charts that visually represent the hierarchy and responsibilities of different healthcare roles. This can help staff understand their place in the organization.

Lack of Clear Roles and Responsibilities

The available documents at the facility revealed that there were no clear roles and responsibilities for the workforce. To mitigate these barriers, the facility has to clearly define and document the roles and responsibilities of each healthcare team member. This should include job descriptions, reporting structures, and key tasks. There is a need to foster a culture of open communication and collaboration among healthcare staff. The leadership of the hospital should encourage the hospital's team members to discuss their roles, clarify expectations, and address any misunderstandings. The observations made revealed that most of the professionals did not understand their roles and responsibilities or tasks. However, there is a need to offer continuing training and education to staff members to confirm they understand their roles and tasks. This includes orientation for new hires and constant learning prospects.

In conclusion, addressing a lack of clear roles and responsibilities in a hospital requires a multi-faceted approach that involves leadership, communication, education, and a commitment to ongoing improvement. By implementing these strategies, hospitals can create a more organized and efficient healthcare environment that benefits both staff and patients.

Resistance to Change

Overpowering resistance to change in a hospital setting can be thought-provoking, as healthcare experts often have strong procedures and recognized practices that they believe are real or effective. However, adjustment is often necessary to improve patient care or attention and protection with general efficiency.

Addressing resistance to change as a barrier and endorsing accomplishment and change within Todah hospital, the management needs to communicate the reasons for the change and the benefits it will bring with how it aligns with the healthcare goals of staff and patients. The researcher suggested that it would be important to involve hospital staff and other stakeholders in the decision-making process to ensure their concerns are heard and considered. There is a need to offer training and educational resources to help staff adapt to the changes and this will help them have the necessary skills and knowledge regarding change. It will also help to address any concerns or misconceptions through the training sessions and open forums. The health institution should acknowledge and celebrate milestones achieved through the changes to maintain positive momentum with the professionals. More importantly**,** the Hospital leadership should demonstrate a willingness to embrace change and model the desired behavior for the rest of the staff. The leadership should Share success stories and examples of how similar changes have improved patient care or workflow in other hospitals. This can inspire employees' confidence in the proposed changes.

The focus group discussions suggested that the hospital consider implementing the change on a smaller scale first to demonstrate its effectiveness. However, the facility should try to celebrate the small wins and use them to build momentum. The group added that the Piloting will allow for adjustments based on real-world feedback before full-scale implementation. The group advised that the hospital consider using a structured change management framework, such as Kotter's 8-Step Change Model or ADKAR (Awareness, Desire, Knowledge, Ability, Reinforcement), to guide the change process systematically.

Staffing Shortages

Staffing shortages in a hospital can be a serious challenge that affects patient care and the overall functioning of the healthcare facility. Mitigating staffing shortages requires a multifaceted approach that addresses recruitment and retention with efficient resource allocation. Here are some strategies focus groups and observations identified to overcome staffing shortages in a hospital:

Offer Competitive Salaries and Benefits: The hospital should ensure to offer competitive compensation packages to attract qualified healthcare professionals. This should include salary IGF, health benefits, retirement plans, and other perks. Utilize Recruitment Agencies: The hospital should partner with recruitment agencies or healthcare staffing firms to help find temporary or permanent staff quickly. Incentivize Referrals: Under this, the hospital should encourage existing staff to refer qualified candidates by offering them referral bonuses.

Scholarships and Education Programs: The hospital should establish scholarship programs or educational partnerships with local schools and universities to encourage students to pursue healthcare careers and commit to working at the hospital upon graduation. Online Job Platforms: The hospital should use online job boards, the hospital's websites, and social media to post job openings and make it easy for potential candidates to apply. Professional Development: The hospital needs to invest in the professional development and ongoing training of its staff to improve their skills and job satisfaction.

Work-Life Balance: To further mitigate this barrier, the hospital has to Promote a healthy work-life balance and minimize burnout through manageable work schedules and time-off policies. Recognition and Rewards: It was observed that the hospital has no reward system in place. To mitigate this the facility has to implement a recognition or appreciation and rewards program to acknowledge and appreciate the hard work of staff this will go a long way to retain them.

Employee Assistance Programs: The institution needs to provide access to counseling and support services to help employees manage stress and personal issues. This will promote good health among staff and will not be seeking sick leaves to put pressure on the remaining few staff.

Cultural and Language Diversity

To mitigate these challenges and promote success and development, the experts advised the hospital to take several steps including:

Cultural Competency Training: Healthcare staff should receive training (Brown, J. 2002) to understand and appreciate diverse cultural perspectives, enabling them to provide more patient-centered care. Multilingual Services: They mentioned that the Hospital provides interpretation and translation services to bridge language gaps between healthcare providers and patients.

Diverse Workforce: Studying the current staff, the focus group stated that the hospital should adopt recruiting and retaining staff from diverse backgrounds can improve cultural competence within the hospital.

Clear Communication Materials: They again suggested that the health institution provide health information in multiple languages and use clear, simple language to enhance patient understanding.

By addressing these challenges or the barriers and embracing or accepting the prospects presented by cultural and language multiplicity, the hospital can work toward providing equitable or reasonable, high-quality care for all patients, in the end contributing to their success and development.

CONCLUSION

In conclusion, effective teamwork in hospital settings is crucial for optimal patient care and organizational success. This research identifies and addresses key barriers such as hierarchical structures, communication issues, conflicts, unclear roles, resistance to change, staffing shortages, and cultural/language diversity. The proposed strategies emphasize fostering collaboration, enhancing communication channels, providing conflict resolution training, creating change management teams, and emphasizing patient-centered care. The study highlights the importance of leadership commitment, regular training, and a cultural shift toward teamwork. Implementation of these strategies can contribute to dismantling barriers, fostering resilience, and achieving sustained collective success in healthcare organizations.

RECOMMENDATIONS

1. Leadership Commitment: Hospital leadership should actively promote a culture of collaboration and transparency with open communication leading by example and fostering inclusivity.

2. Training and Development: Invest in ongoing training and development programs for healthcare staff, focusing on effective communication and conflict resolution with cultural competence.

3. Effective Communication Channels: Create and inspire open communication networks or channels across all stages of the organization and ensure that workforces express their ideas and concerns without fear of punishment.

4. Regular Assessment and Improvement: Continuously assess the organization's structure and culture including processes to identify and address any resurgence of hierarchy or communication breakdowns, adapting strategies to changing healthcare environments.

AUTHOR'S BIOGRAPHY

Dr. Dr. Godwin Ayittey is the Medical Director at Todah Hospital. He holds a Doctor of Philosophy Degree (Ph.D.) in Alternative Medicine from the India Board of Alternative Medicine, a Doctorate Degree in Hospital Administration from the Kazian School of Management Studies-India, a Master's Degree in Hospital and Healthcare Management from the National Institute of Business Management Studies-India, a Master's Degree in Disaster Management from the University of Cape Coast-Ghana, a Bachelor's Degree in Marketing from Christian Service University-Ghana, and a Certificate in Education from Wiwso College of Education-Ghana. Dr. Godwin Ayittey was a Lecturer, a Banker, and a teacher. He indeed started his career in the year 2000.

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