

# Chapter 10

## Evidence-Based Management in Healthcare Companies: Strategic Model for Effective Multidisciplinary Collaboration

**Alba Maria Gallo**

 <https://orcid.org/0009-0007-1987-5252>

*Giustino Fortunato University, Italy*

**Ubaldo Comite**

 <https://orcid.org/0000-0002-9801-9601>

*Giustino Fortunato University, Italy*

### ABSTRACT

*The paper examines the adoption of Evidence-Based Management (EBM) as a fundamental model in healthcare management, emphasising evidence-based principles to address organisational strengths and weaknesses. EBM enables managers to navigate complex healthcare systems by systematically observing phenomena, formulating hypotheses and collecting data. It promotes effective multidisciplinary collaboration through mutual trust, psychological safety, clear objectives and meaningful work. By promoting social capital, organisational learning and collaborative leadership, EBM addresses systemic challenges, improves the quality of decision-making and aligns with sustainability principles, ensuring a dynamic and ethical response to the demands of the healthcare sector.*

DOI: 10.4018/979-8-3693-2230-7.ch010

## THE HEALTH COMPANY IN ITALY

The public health institution is structured through a set of organizational processes that facilitate the adoption of strategic and operational decisions aimed at optimizing productivity. The interconnection between corporate vision and operational effectiveness is essential, being closely linked to the development of certain mechanisms such as quality management systems, information systems, performance evaluation systems, planning systems, management control and accounting systems.

These instruments play a fundamental role in the functioning of health care companies and take the form of:

- Tools that enhance corporate leadership roles, stimulate motivation and promote active management in governance functions. For example, district commissioning budgets not only define the role of the professionals involved but also guide the strategic orientation and definition of specific directives (Funari et al., 2019).
- Vectors that catalyze cultural change within the organization, introducing innovative practices that replace traditional ones (Lai & Gomes, 2018), promoting a substantial renewal of operational methodologies (Di Cagno et al., 2019). For example, the integration of elements such as the ability to promote collegial decision-making in the evaluation process facilitated the creation of new values, consequently stimulating the emergence of an organizational culture inclined towards participation.

These essential factors of the corporatization process function as instruments through which operational processes not only replace old practices but also shift the focus of organizations from a predominantly political influence to one based on sound management principles (Vicarelli, 2004). Therefore, the main functions, operational mechanisms and techniques used to give body and substance to the corporate dimension in the public health sector are of fundamental importance.

The term 'healthcare enterprise' refers to the complex array of resources, technologies, services and professionals that is oriented towards the achievement of objectives aimed at public health. These objectives facilitate the delivery of health care, playing an important role in defining the mission and vision of such entities (League, 2013). Healthcare organizations are committed to the protection of collective health and pursue objectives of health promotion, disease prevention and, more generally, improvement of the quality of life.

The prevailing organizational culture in health care companies places the importance of human health at the center (Borgonovi, 2004). The operators of these institutions, both managers and staff, are dedicated to satisfying the needs of pa-

16 more pages are available in the full version of this document, which may be purchased using the "Add to Cart" button on the publisher's webpage: [www.igi-global.com/chapter/evidence-based-management-in-healthcare-companies/390053](http://www.igi-global.com/chapter/evidence-based-management-in-healthcare-companies/390053)

## Related Content

---

### ROS and Precision Medicine in Lifestyle Diseases: Personalized Approaches

Pawan Gupta, Yogesh Chaudhari, Abhinav Joseph, Sukrat Sinha, Ansari Rashidand Pranav Kumar Prabhakar (2025). *The Role of Reactive Oxygen Species in Human Health and Disease* (pp. 441-474).

[www.irma-international.org/chapter/ros-and-precision-medicine-in-lifestyle-diseases/378824](http://www.irma-international.org/chapter/ros-and-precision-medicine-in-lifestyle-diseases/378824)

### Managed Healthcare: A Temporary Trend or a New Standard for Providing Health Services?

Karolina H. Czarneckaand Filip Pawliczak (2018). *Healthcare Administration for Patient Safety and Engagement* (pp. 1-12).

[www.irma-international.org/chapter/managed-healthcare/197551](http://www.irma-international.org/chapter/managed-healthcare/197551)

### User Perceptions in Measuring the Impact of Digital Health Platforms on Social Care

Dinesh Sathasivam, Renuka Vidyashankarand Nalini R. (2025). *Corporate Social Responsibility in Health and Social Care* (pp. 169-182).

[www.irma-international.org/chapter/user-perceptions-in-measuring-the-impact-of-digital-health-platforms-on-social-care/360394](http://www.irma-international.org/chapter/user-perceptions-in-measuring-the-impact-of-digital-health-platforms-on-social-care/360394)

### Strategies for Business Resilience and Sustainability in Volatile Environments

Tom McLouth (2025). *Resiliency Strategies for Long-Term Business Success* (pp. 111-144).

[www.irma-international.org/chapter/strategies-for-business-resilience-and-sustainability-in-volatile-environments/356725](http://www.irma-international.org/chapter/strategies-for-business-resilience-and-sustainability-in-volatile-environments/356725)

### Teamwork in Medical Organizational Cultures

Simona Vasilache (2015). *Healthcare Administration: Concepts, Methodologies, Tools, and Applications* (pp. 905-920).

[www.irma-international.org/chapter/teamwork-in-medical-organizational-cultures/116254](http://www.irma-international.org/chapter/teamwork-in-medical-organizational-cultures/116254)